Cases threaten unions' ability to lobby

by Michael MacNeil
Faculty of Law
Carleton University

Michael MacNeil is with CAUT's Collective Bargaining Committee.

Associations representing Canadian employees have had a long history of participation in political, social and economic discourse on issues affecting their members. The success of Canadian employees in improving their position has depended not only on collective bargaining, but on the ability of their representatives to persuade government to act through legislation. A major function of associations such as the Canadian Labour Congress and the Canadian Association of University Teachers is to lobby and educate legislators about the interests of their members. The ability of individual unions and provincial and national associations of unions to engage in these activities is being challenged in two cases presently before the courts of Ontario and British Columbia.

One of the cases is being brought by Mervyn Lavigne, a teacher at an Ontario College of Applied Arts and Technology. Although he is not a union member, Lavigne is required by the terms of a collective agreement to pay union dues to the Ontario Public Service Employees Union (OPSEU) which represents the teachers at the College. Lavigne claims that his freedoms of expression and association, guaranteed by the Charter of Rights, were infringed when the union, and the Ontario Federation of Labour (OFL) and Canadian Labour Congress (CLC) with which it is affiliated, spent a portion of dues paid by him for non-collective bargaining purposes.

The second case, brought by Charles Baldwin, a guard at a British Columbia community correction centre, raises similar issues. Both cases were heard in January 1986 but decisions have not yet been rendered.

Lavigne's application specifically complains about financial contributions made by the OPSEU, the OFL and the CLC to such causes as disarmament, freedom of choice in abortion, support of striking British miners, opposition to a domed stadium in Toronto, Nicaraguan relief and support of political parties. Lavigne claims that before any portion of his union dues can be used for

See CHARTER/10

COLLECTIVE BARGAINING
Feature
Starts on page 5

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ
CAUT ACPU
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May/Mai 1986
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La fermature des facultés – un changement qualitatif

par Ed Anderson
Président de l'ACPU

A cause du sous-financement, l'administration de plusieurs universités a tout simplement décidé de fermer des enseignements, des départements ou des facultés au lieu de répartir également les restrictions financières par toute l'université. L'administration de l'Université de la Colombie-Britannique a fermé des enseignements dans les facultés d'art dentaire et de pédagogie; l'Université de Toronto a recommandé de fermer la faculté d'architecture et d'aménagement paysager; l'Université de Sherbrooke a recommandé de supprimer 24,5 postes, ce qui a entraîné la fermeture de la faculté de théologie et les départements de philosophie et d'études anglaises. Dans chaque cas, on a dit que le financement insuffisant était à l'origine des fermetures.

L'administration de ces établissements a opté pour une ligne de conduite sans qu'il y aît eu complète consultation ou la moindre consultation sur les propositions avant de présenter les "recommandations" à l'instance pédagogique supérieure. Ces gestes semblent annoncer un changement qualitatif important dans la crise du financement. Mises en demeure de restreindre les dépenses, certaines administrations ne veulent plus, apparemment, répartir les réductions de financement par toute l'université. Afin de répondre à la nécessité immédiate d'économiser, elles semblent prêtes à décider des enseignements de l'université sans consultation préalable.

Voir LA CRISE/24

AVIS
STICKERS
INSIDE

CAUT's role in university collective bargaining

by Helen Baxter
Bulletin Editor

Collective bargaining has formed a vital part of CAUT activities since the beginning of the 1970's.

In 1970, collective bargaining first appeared as an agenda item at the CAUT Council, where the pros and cons of university faculty engaging in bargaining and related activities was the subject of vigorous debate.

The following year, with the creation of the Collective Bargaining Committee, the Association took the first significant step toward actual involvement in the area.

CAUT's initial commitment reflected that of the Canadian professoriate at large. Faculty members on a growing number of campuses were moving toward playing a larger role in major decision-making at their universities. In particular, faculty were seeking both to secure and to formalize agreements on terms of employment and to bring about effective sharing of power with boards of governors and administrations.

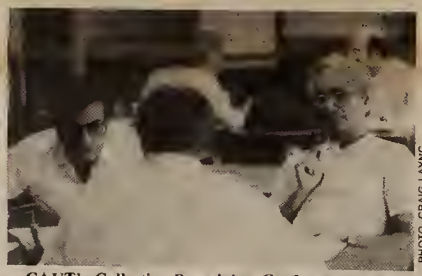

PHOTO: CRAIG LAYNG

CAUT's Collective Bargaining Conference: "the parties" present positions across the bargaining table

Increasingly, legalized collective bargaining was being seen by many faculty members as a necessary route for Canadian faculty to follow in their efforts to protect academic freedom, to establish tenure procedures, and to secure reasonable salary and benefits.

In the early years, the Collective Bargaining Committee was composed mainly of professors in law and industrial relations and was charged with adapting the process of collective bargaining to the university milieu. Its work was chiefly in the area of information gathering, particularly with regard to the various forms of collective bargaining and their implications for faculty and faculty associations.

By 1973, the mandate of the

See ROLE/9

Axing of faculties, depts. – a qualitative change

By Ed Anderson
CAUT President

In the face of underfunding, administrations at several universities have decided simply to close programs, departments or faculties rather than to spread restraint equally over the entire university. The administration at UBC has closed programs in both the Faculties of Dentistry and Education; the University of Toronto has recommended the closure of the Faculty of Architecture and Landscape Architecture; the Université de Sherbrooke has recommended the termination of 24.5 positions thus effectively closing the Faculty of Theology and the Departments of Philosophy and English Studies. In each case, insufficient funding was said to be at the root of the closures.

The administrations at these institutions decided on a course of action with incomplete or no consultation on the proposals prior to the presentation of the "recommendations" to the senior academic body. Such actions appear to herald an important qualitative change in the funding crisis. Some administrations faced with demands that they restrain expenditures now are apparently no longer willing to spread funding cuts across the university. To meet the immediate need to save money they appear prepared

See CRISIS/24

Sherbrooke vise à fermer des facultés

par Michel Croteau

Ce texte a été publié dans Nouvelles Unversitaires, *FAPUQ. Michel Croteau est agent d'information à la FAPUQ.*

Le projet de la direction de l'Université de Sherbrooke de fermer 25 postes de professeurs a provoqué depuis plus de deux semaines une importante levée de boucliers sur le campus estrien et dans la région.

For more on Sherbrooke, see page 17

La réunion du Conseil d'administration au cours de laquelle cette question devait être étudiée a été annulée le 24 mars pendant qu'étudiants et professeurs se massaient aux portes de la salle pour dénoncer les mesures. Une tentative, le lendemain, de réunir le Conseil d'administration dans un club privé a échoué sous la pression des manifestations et le Conseil s'est déplacé le soir même au poste de police pour adopter la politique de planification des postes.

Pendant ce temps, l'Exécutif de la Faculté des arts

Voir SHERBROOKE/17

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Le Bulletin de l'ACPU paraît 10 fois au cours de l'année scolaire, les de chaque mois septembre à juin. Délai de réception des annonces: 15 jours au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute annonce d'ouverture de poste, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite d'application de ce poste. L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine nationale, de religion, de couleur, de sexe, d'âge, d'état conjugal, de situation familiale, d'ethnicité, d'handicap, de préférences sexuelles, d'origine sociale ou de convictions ou d'attaches politiques. Là où il existe des raisons fondées faisant exception à la politique générale, il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

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A la rédactrice
To the editor

Bay Street Babbitry

A recent report in the *Globe and Mail* (March 7) notes that Canadian government funding of universities has declined in the last five years from 1.35% to 1.25% of the national budget, while enrollment has increased by 25% during the same period. Moreover, the federal Conservative government is now in the process of slashing Established Program Funding transfer payments to higher education in the provinces. This slashing occurs in a context where in Ontario, the largest province, funding of universities has already declined by 18% in real terms over the last decade, while enrollment has climbed 25% (*Toronto Star*, March 8).

Reports in the current Canadian Association of University Teachers *Bulletin* (February, 1986) observe that Britain is cutting its universities budget by a further 10% after an earlier 15%, a savage 25% cut in four years. The *Bulletin* also reports that in British Columbia, Nova Scotia and Alberta, funding cutbacks of universities along with government intervention in academic programs is occurring against increasing public demand by qualified applicants for university places.

There is a common pattern here, and it corresponds with neo-conservative parties in political power. Given that the amount of money "saved" by such research-reducing measures and dismantling of higher public-education capacities is small compared to the giveaways and tax-concessions to banks, oil corporations, weapons manufacturers and private stock-investors, we need to ask why the special attack on university education.

The answer is twofold. First, neo-conservative governments consistently prioritize the profits of the rich at the expense of social programs, whether for the environment, assistance to the poor, or higher education.

Secondly, to get away with this inversion of priorities, the public must be kept uninformed, which university cutbacks help to ensure. It must not be forgotten that the neo-conservative bloc is well aware that an independent and publicly accessible higher education system fosters a strongly based critical attitude to the politics of deception and the sacrifice of public to narrow business interests.

This is why more and more university funding and research is now being made dependent on business demand and financing. In this way the weakened university system is rendered increasingly servile to the imperatives of Bay Street Babbitry, while at the same time a public resource is converted to the use of the corporate constituency that bankrolled and tub-thumped these neo-conservative governments into power.

John McMurtry
Dept. of Philosophy
University of Guelph

Wrongfully dismissed

It was with a great sense of relief, encouragement and surprise that I read in the January 23, 1986 edition of the *Winnipeg Free Press* an article entitled: "Professor's $333,024 firing award among nation's largest".

For those of your readers who did not see this news item, it reported the recent decision of the Saskatchewan Court of Appeal in finding that the University of Regina had wrongfully dismissed the former Head of the Department of Sociology, Professor Martin Cohnstaedt in 1978. Cohnstaedt's difficulties go back to 1969 when an internal university committee was formed to evaluate his performance. In spite of a favourable evaluation by this committee and by a subsequent external review committee in 1972, Cohnstaedt was dismissed for alleged "incompetence" in 1978. The reason given by the Saskatchewan Court of Appeal for overturning a 1981 lower court decision that favoured the University was that the University had not followed the rules of procedural fairness, and that as public officers under the law, tenured professors are protected by the rules of natural justice. I am sure that all of us in the Canadian academic community will feel relieved and encouraged by the news of this significant and historic legal decision.

So why my sense of surprise? What struck me most forcefully about this news item was the absence of my reference to the role and involvement of the University of Regina Faculty Association or the CAUT in this case of wrongful dismissal. I am therefore writing to enquire:

a) What role has the CAUT played in this case over the last 17 years?
b) What has the CAUT learnt from this protracted and no doubt contentious case?
c) What reassurance can CAUT give Canadian academics that cases of wrongful dismissal today will not take until 2003 before a just and equitable decision is reached?

Martin W. King
Dept. of Textile Science
The University of Manitoba

Editor's note:
The case of Professor Cohnstaedt was before the CAUT Academic Freedom and Tenure Committee in 1973 during the period when an agreement was negotiated between Professor Cohnstaedt and the University of Regina in an attempt to resolve a dispute relating to the continuation of his appointment at that time. Professor Cohnstaedt did not consult or seek the assistance of either the University of Regina Faculty Association or CAUT in 1977 when the fairness of the way the University carried out the terms of a later agreement became the subject of litigation.

Virtually all University faculty members in Canada now have access to third-party binding arbitration when they are threatened with dismissal for cause. Arbitration, though it does not, of course, completely eliminate the possibility of court action to obtain natural justice, does very much reduce the likelihood that such action will be necessary. It is, unfortunately, true in Canada today that settlement of cases which do become the subject of litigation may be inordinately delayed.

The Cohnstaedt case is only one of a number of recent cases, some of which reached the Supreme Court of Canada, which have established the right of faculty members to procedural fairness and natural justice when decisions affecting their careers are made by universities.

PEACE EDUCATION IN CANADIAN COLLEGES & UNIVERSITIES

The Canadian Institute for International Peace and Security has provided funding for the compilation of detailed course outlines and bibliographies to be published under the title, *CANADIAN PEACE AND WORLD ORDER CURRICULUM GUIDE.*

The book will be the result of an extensive national survey of peace education courses offered by faculty in all departments of Canadian colleges and universities. Instructors are being asked to submit a detailed syllabus, including complete bibliographies, of courses that deal with peace and world order related material and themes.

Interested parties in the social sciences may consult the available peace and world order curriculum guide published by the World Policy Institute in New York for appropriate categories; e.g. "militarism and the arms race" or "world political economy and political justice". Unlike this American guide the Canadian counterpart will include natural science and humanities courses. For instance, an English literature course might deal entirely with the theme of war or holocaust, or a physics course with examples of military technology. The guide will also list resources pertinent to peace education in Canada, such as funding sources, organizations, periodicals and Canadian bibliographies.

The ultimate value of this guide to instructors and scholars in peace education depends on the breadth and depth of materials submitted by faculty members. For more information contact:

Dr. Matthew Speier
Capilano College
Vancouver, B.C.
(604) 986-1191

CENSURED ADMINISTRATIONS

The following university administrations are under CAUT censure:

President and Board of Governors
UNIVERSITY OF CALGARY (1979)

President and Board of Regents
MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)

Note:
The CAUT Council recommends that faculty members not accept appointments at censured universities. Advertisements for vacant positions are not carried in the *Bulletin* for universities under censure.

Linguistic facts

Of course Professor Stairs has written his sexist little letter (*CAUT Bulletin*, March 1986) in an attempt to provoke. Clearly, too, it is meant to be humorous. I am provoked, because I think sexist 'humour' as amusing as racist 'humour'.

It's a pity we're not past the time when such things need saying, at least in academic circles, but since we're clearly not, here are the two items that Professor Stairs conveniently overlooks. First, language is not a solo enterprise, it's a game for team players. It's no use simply *claiming* that 'he', 'man', etc. are gender neutral, for if auditors don't hear them as such, they aren't. And there are ample studies which show that they aren't heard as gender neutral by any of us. Presumably Professor Stairs would not ignore empirical evidence in his own discipline, I wonder why he is doing so in this area?

Secondly, the invocation of the "usual legal formula" ignores the fact that precisely this formula has been seen time and again *not* to provide gender neutrality. The courts have all too often decided that where it is a case of obligation or punishment 'he' means 'she or he', but where what is in question is a matter of rights or benefits, 'he' refers solely to adult males. This was pointed out with convincing documentation over a decade ago by Marguerite E. Ritchie ('Alice Through the Statues', McGill Law Journal, 21.4, Winter 1975, 685-707).

Professor Stairs may assume that his usage isn't sexist, but such an assumption cannot survive over the most cursory confrontation with the linguistic facts.

J.J. MacIntosh,
Dept. of Philosophy
The University of Calgary

No conspiracy

In commenting upon the CAUT's failure to include Palestinian academics arrested by Israel in the list of Amnesty International (AI) prisoners published in the *CAUT Bulletin*, Joseph Kirman (March 1986) suggests that they may not have been included because (1) there might not have been any such academics in Israeli jails when the list was compiled, or (2) those arrested might have belonged to an organization like the PLO which advocated violence.

The first excuse is easily invalidated. Although Kirman identifies himself as a past president of an AI group in Edmonton, he apparently has not read AI's *Annual Reports* over the past several *years*. If he had, he would know that AI has in those reports identified a great many academics arrested by Israel as prisoners of conscience. Palestinian academics, in other words, *were* there, in Israeli jails, waiting to be helped, at the time the CAUT drew up its list.

It is true that many of the academics arrested by Israel for expressing their political opinions do support the PLO. Kirman implies that this disqualifies them for "prisoner of conscience" status. This is certainly the position of the Israeli government. It is NOT, however, the position of AI, which has indicated quite explicity that membership in the PLO — by itself — does not disqualify a person as a prisoner of conscience (which is something else that Kirman would know if he had read AI's *Annual Reports*; see for instance AI's 1983 *Annual Report*, p. 312).

Kirman also objects to the equation between racism and Zionism. Can there still be any doubt among reasonable people about that? A philosophy is racist if it encourages state-sponsored discrimination based upon race, ethnic origin or religion. Such discrimination is routinely practiced by organizations in Israel, and is perfectly legal. For instance, the official policy of the Jewish National Fund, which with the help of the Israeli government has come to own 90% of the land in Israel, is that its land not be rented or leased to non-Jews, even if they are Israeli citizens. How can this not be called racism?!

Finally, Kirman accuses me of positing a "conspiracy" to avoid including Palestinian Prisoners of Conscience on the CAUT's list, and then compares my letter to the *Protocols of the Elders of Zion* (this from a man who purports to disapprove of "name-calling"!). I of course posited no "conspiracy." My point was only that there are a significant number of Canadian academics who, as individuals, regularly seem to excuse in the case of one particular foreign state, Israel, policies and behaviors that are routinely condemned in the case of other foreign states, notably including those mentioned in the CAUT list.

See LETTERS/4

Price paid for academic success may be childlessness

by Sandy Casey
Education Library
Queen's University

Sandy Casey is a member of the CAUT Status of Women Committee.

Should female academics have to choose between childbearing and an academic career? Can traditional university career patterns, historically based on a typical male life pattern, be refashioned to one fairer to females?

During the spring of 1984, the Queen's University Faculty Association struck a committee to respond to these and similar questions. Eighteen months later, the product of its labours, a lengthy report entitled *Women and tenure at Queen's*, was presented to the Faculty Association.

The direct impetus for this committee was a letter written by Dr. V.C. Abrahams, the Head of the Department of Physiology, which said in part:

> "In my youth, virtually all the professional women physiologists were unmarried and had made a determination early in life that their career was more important than marriage. The alternative for married women with children was that they had sufficient funds to pay for live-in help in the house. These criteria are rarely met now and as I watch the extreme strains that are put upon women trying to establish themselves in the discipline, I recognize that what we need is to rethink the manner in which we permit potential women faculty to develop their careers. My presumption is that the problem which has come to the fore in Physiology is not unique to Physiology."

Photo: John Przybytek, Carleton U. Information Services

Clock set ticking for promotion and tenure is in conflict with women's biological clock.

Although the committee was initially set up to review the Queen's document governing tenure, it soon widened its discussion to the policies and practices within the university which act as barriers to hiring and retaining academic women. The standard Queen's documents governing appointment, renewal, promotion and tenure were found to send academics along a conventional career path upon which tenure and promotion requirements were to be fulfilled *without* interruptions, all the while "timed by a relentless clock."

Both men and women pay for such rigidity, although women feel the urgency more acutely, since the clock set ticking for promotion and tenure is in conflict with their biological clock. The price paid for academic success may well be childlessness. The committee found in its report that "gender imbalance is rooted in structural barriers entrenched in academia for a variety of historical and attitudinal reasons. The problem to be addressed, therefore, is not simply how to retain the few women on tenure track appointments, but also how to show women that an academic career is a viable choice and does not by definition exclude normal family life."

Barriers to recruiting female faculty include a lack of female academic role models, job advertising not specifically addressed to encourage female candidates, rigid requirements for full-time doctoral study, and research grant policies with age limits or years from Ph.D. requirements which work against women who interrupt studies or careers for family responsibilities.

Once hired, women at Queen's often channel their energies into teaching, a logical decision in view of Queen's published priority for excellence in teaching. Much time which could be spent on research is taken by service to the University, particularly in committee memberships, for in an effort to combat the gender imbalance the principal has advised that all committees — but particularly committees considering hiring, promotion, and tenure — should have female members. Too little recognition seems to be given to either women's excellence in teaching or heavy service load; promotion and tenure are largely decided by research output.

Committees considering appointment renewals and tenure, the report points out,

See PRICE/8

Le prix que doit payer la femme pour faire carrière

par Sandy Casey
Bibliothèque des sciences de l'éducation
Université Queen's

Sandy Casey est membre du Comité du statut de la femme de l'ACPU.

Est-ce que les femmes devraient choisir entre la maternité et une carrière universitaire? Peut-on modifier les profils de carrière traditionnels, depuis toujours à l'image de l'homme, pour qu'ils soient plus équitables pour les femmes?

Au printemps 1984, l'association des professeurs de l'Université Queen's a mis sur pied un comité pour répondre à ces questions et à d'autres du même genre. Le comité a remis à l'association, 18 mois plus tard, le fruit de son travail, un rapport exhaustif intitulé *Women and Tenure at Queen's*.

Une lettre de Dr V.C. Abrahams, à la tête du département de physiologie, a donné l'élan au comité. En voici un extrait:

> "Dans ma jeunesse, pratiquement toutes les femmes physiologistes n'étaient pas mariées et avaient décidé tôt que leur carrière était plus importante que le mariage. Les femmes mariées ayant des enfants n'avaient d'autre choix que de gagner suffisamment d'argent pour s'offrir les services d'une aide en pension. De nos jours, ces critères sont rarement satisfaits. Quand je constate les pressions extrêmes exercées sur les femmes qui essaient de s'établir dans la discipline, je reconnais le besoin de repenser la façon dont nous permettons aux professeures qui ont le potentiel d'avancer dans leur carrière. Je présume que le problème qui s'est fait remarquer en physiologie n'est pas unique à cette discipline."

Bien que, à l'origine, le mandat du comité était d'examiner le document régissant la permanence à l'Université Queen's, il s'est aussitôt étendu aux lignes directrices et aux pratiques qui font obstacle à l'embauche et au maintien des femmes à l'Université. Les membres ont constaté que les documents courants qui régissent les nominations, le renouvellement des contrats, la promotion et la permanence guidaient les universitaires vers une carrière traditionnelle dont les exigences de la permanence et de la promotion, "réglées comme une horloge implacable", devaient être satisfaites sans interruption.

Tant les hommes que les femmes font les frais de cette rigidité, et les femmes encore plus intensément puisque les coups de l'horloge pour la promotion et la permanence ne sonnent pas en même temps que ceux de leur horloge biologique. Le prix à payer pour la réussite universitaire est peut-être de ne pas avoir d'enfant. Le comité soutient, dans son rapport, que le déséquilibre des sexes est enraciné dans des barrières structurales implantées chez les universitaires pour diverses raisons historiques et d'attitude. Par conséquent, le problème qui se pose n'est pas seulement de savoir comment retenir les femmes pour la permanence, mais aussi comment leur montrer qu'une carrière universitaire est un choix viable qui n'exclut pas, par définition, une vie de famille normale.

Les obstacles au recrutement des femmes professeurs à l'université sont, notamment, une insuffisance de modèles féminins, des offres d'emploi qui n'encouragent pas particulièrement les femmes, de strictes conditions pour les études à temps plein au niveau du doctorat et des politiques d'octroi de subventions de recherche fixées à un âge limite ou à un nombre d'années obligatoire pour terminer le doctorat qui défavorisent les femmes interrompant leurs études ou leur carrière à cause de responsabilités familiales.

A l'Université Queen's, dès qu'elles sont embauchées, les femmes se consacrent bien souvent à l'enseignement, une décision logique étant donné la priorité reconnue que l'Université accorde à l'excellence de l'enseignement. Le temps qui pourrait être consacré à la recherche est destiné au service à l'université, entre autres la participation à des comités. En effet, dans le but de combattre le déséquilibre des sexes, le recteur a conseillé à tous les comités, en particulier ceux qui s'occupent de l'embauche, des promotions et de la permanence, d'accueillir en leur rang des femmes. On semble peu reconnaître l'excellence des femmes en

Voir PRIX/8

MOUNT SAINT VINCENT UNIVERSITY
Invites Nominations and Applications for appointment to

THE CHAIR IN WOMEN'S STUDIES

The Chair is designed to bring to the University visiting scholars in Women's Studies or persons in public life who have contributed to the advancement of women, for a term ranging from 6 months to 2 years, beginning January 1 or July 1, 1987. Duties associated with the chair include public presentations for audiences on and off campus, the teaching of one course in women's studies and the continuation of ongoing research.

Nominations and/or applications, the latter accompanied by a curriculum vitae and the names and addresses of three referees should be sent prior to May 30, 1986 to:

Dr. Susan M. Clark
Women's Studies Chair Committee
Mount Saint Vincent University
Halifax, Nova Scotia B3M 2J6

À la rédactrice / To the editor

(Cont'd from p.2)

My opinions of course are personal; UWO has not taken an official position on Israel's decades-old war against the Palestinian people and the misery it has brought to them.

Michael P. Carroll,
Department of Sociology
University of Western Ontario

Not correct

An article on the University of Toronto Faculty of Architecture and Landscape Architecture was included on page one of the February 1985 issue of the *CAUT Bulletin*.

The article quite appropriately focuses attention on the seriousness of the proposed closure of the Faculty. However, I would like to bring to your attention an error in the sixth (last) column. The author refers to Toronto's architecture programme as "...the only architecture degree programme in the province." This is not correct since both Carleton and Waterloo offer professional, Bachelor of Architecture degree programmes.

Larry Richards
Director
School of Architecture
University of Waterloo

Visually impaired

As a severely visually impaired person myself, I am anxious to hear from visually impaired academics interested in a vigorous interchange of ideas among sight handicapped Canadians.

Led by visually impaired academics in Windsor, London, Waterloo and Toronto visually impaired Ontarians have formed a vital self-help organization known as the Low Vision Association of Ontario. This organization now has a province-wide membership of some 3,000 visually impaired people and operates low-visioned Consumer Resource Centres at Toronto and Sudbury. Other centres will soon open in Ottawa and London.

Visually impaired Canadians in every region of the country have indicated serious interest in forming regional and provincial self-help organizations similar to the Low Vision Association of Ontario.

I am particularly keen to hear from visually impaired academics who are interested in participating either in strengthening our existing Ontario organization or creating similar organizations elsewhere in the country.

If you, a family member or a friend are interested in this undertaking please write to me at your earliest convenience.

Bill Carroll,
Executive Director,
Low Vision Association of Ontario,
145 Adelaide Street West,
4th Floor,
Toronto, Ontario
M5H 3H4

Appuyez
l'USC Canada
56 Sparks
Ottawa
K1P 5B1
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AIDEZ-NOUS À BRISER LE CYCLE DE LA PAUVRETÉ

PLAN NOW

WHO: CAUT STATUS OF WOMEN COMMITTEE
WHAT: 1986-87 STATUS OF WOMEN WORKSHOP
WHEN: FEBRUARY 6 & 7, 1987
WHERE: VICTORIA, B.C. (TO BE CONFIRMED)
WHY: To get together in a retreat setting to discuss strategies and develop skills to promote positive action in the university

Watch for details in the CAUT Bulletin. Call Tina Head or Colette Deschamps at the CAUT office for further information.

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Canada

Canadians treated as inferiors?

In your February 1986 issue, Professor Henry Beissel of Concordia University makes a vigorous and spirited attack upon what he believes is my position on fair treatment for Canadians in University hiring. The language he uses is most unfortunate: "racist tendency", "a form of racism", "stridency", et cetera. Professor Beissel misreports my position and makes assumptions he has no right to make.

Particularly puzzling about the attack by Professor Beissel is the source of his information. He uses a "report in the *CAUT Bulletin* (Nov./85)". But *in that same issue* I have a long letter outlining my position clearly and unequivocally. Wouldn't Professor Beissel be better advised (and more scholarly) to use my words — God knows I have written enough of them over 20 years — than someone else's report?

Putting that important matter aside, I have to wonder what Professor Beissel is doing. For he and I have been comrades fighting on human rights and Canadian democracy through many years.

When in 1968 Professor Beissel helped organize the first Montreal Symposium on Canadianization, he knew we were fighting for the rights of all Canadians, of whatever faith, colour, ethnic origin, political bias, or sex. Hugh MacLennan delivered the keynote address — an address that has been republished and anthologized, and which still describes the situation in a way that has vitality and importance.

Something has developed since those first years — something I regret as much as anyone else. Linda Moffat records it in her 1980 Report for the Ontario government, *Room at the Bottom*. The Symons/Page Commission on Canadian Studies report, *Some Questions of Balance*, 1984, adverts to it pleading "that Canadians be given full and equal opportunity in their own country to compete for academic appointments".

That new condition — which Susan McDaniel considered in her controversial article in the *CAUT Bulletin* — is one in which Canadians are available but are treated as inferiors. Sadly, groupings by national origin, regardless of citizenship, often discriminate against native born Canadians.

Symons/Page report that there is a continuing "conscious and/or unconscious discrimination against Canadian candidates". They go on to say: "It is puzzling and disturbing, that many academics expressing these concerns request anonymity lest they be penalized by their universities for holding such views". Surely Professor Beissel isn't turning into one of those weak-kneed tremblers? Surely he isn't preparing himself for a seat in the Senate by resigning all principle on behalf of vacuous passivity?

Of course not. But he doesn't know what to do when some people who have taken citizenship in this country demonstrate that they think Canadians are inferior, because people may accuse those who confront the issue of being racists!

But we must not feel fear when we struggle for justice in the university system. In my letter in the *CAUT Bulletin* in November 1985, I faced the issue squarely: "Sometimes unjust treatment has been the result of foreign origin and training of scholars in power, sometimes the foreign training of Canadian scholars, and sometimes the colonial-mindedness among all the people involved with administration".

In every case discrimination must be attacked with fury, and if some people who have taken Canadian citizenship have to be exposed as active discriminators against native born Canadians, then *tant pis pour eux*.

I regret Professor Beissel's wonky logic and his incorrect attribution of beliefs. The tired, stupid, irresponsible, inept allegation of *racism* will not deter me. It is a kind of vicious discrimination used against me and others who fight for justice in this matter.

Indeed, when I search to find why Professor Beissel would be so fundamentally unjust and so extreme, I have determined that the answer can only be found in his fundamental misunderstanding of my position.

Robin Mathews
Department of English
Carleton University

* * * * *

Once again, a charge of racism has been levelled at Professor Robin Mathews without a shred of evidence to support it. What is it about the substantive matters he raises that calls forth such darkly irrational response from scholars whose lives are supposed to be dedicated to the disinterested pursuit of the facts?

Professor Henry Beissel's letter to the February *Bulletin* libels Mathews by accusing him of "a racist tendency," of advocating "a form of racism." In support of these absurd charges Beissel quotes, not Mathews, but an article in the *Bulletin* (by Vic Sim) which ascribes to Mathews a position he has never held. Mathews has never, ever, suggested that "foreign-born academics" should not be allowed "control of academic programmes." Professor Mathews has always held that citizenship is a necessary and sufficient formal qualification for anyone who desires to occupy a position of administrative authority.

Professor McDaniels was similarly maligned in your letters page for raising the question of discrimination against young Canadian academics. Now, either young Canadian academics are discriminated against, or they are not. McDaniels and Mathews say discrimination is a serious problem. They support this claim with analyses that refer to specific cases and to the findings of specific commissions of inquiry. Furthermore, Mathews has consistently gone out of his way to emphasize that where discrimination exists, the source often has nothing to do with "foreign-born academics." The problem is discrimination: the causes are various; the solution inescapably involves addressing the attitudes of those with power.

If McDaniels, Mathews and others are wrong, then I insist that scholars have an obligation to *prove* them wrong with reasoned analysis applied to concrete data. Paranoid rhetoric and emotive terms like "racism" are the last refuge of academic scoundrels.

While we are on the subject of bias, and without in any way involving McDaniels and Mathews, please allow me to argue that there is nothing racist in a policy that:

1) welcomes — nay, encourages — the unqualified participation of foreign-born scholars who, as citizens, are as fully Canadian as anyone, but,
2) insists at the same time that people who share this formative experience must be as subject to scrutiny for unconscious bias as any other grouping of Canadians, such as
a) male Canadians who naturally tend to favour other males;
b) anglophone Canadians who, not surprisingly, have promoted anglophone culture and political interests at the expense of francophone Canadians;
c) economically privileged Canadians who pursue their class interests at the expense of historically dispossessed Canadians like the Métis or Inuit;
d) any grouping or network of Canadians that, sometimes consciously and sometimes unconsciously, discriminates on the basis of a shared formative experience (religion, professional education, regional affiliation, political loyalty, etc.)

Discriminations of this order are an unavoidable part of our political being, and they plague most social institutions — from juries to schoolboards to federal cabinets. No sinister plots are involved, and the healthy revelation of such kinds of discrimination can be effected without inputing evil motives or questioning the good intentions of any individual. We must regularly discuss such matters openly, make adjustments, and work towards balance, self-consciousness and fairness in all our social institutions — including universities.

Why should we make an exception of foreign-born and educated scholars? The only reason advanced so far for privileging this group over males, Catholics, WASPs, lawyers, U. of T. professors, etc. is that if we do not privilege them, someone will attempt to intimidate us into silence with gratuitous insults.

If the case against the argument that foreign-born and educated academics share, with other Canadians, biases that may, if not acknowledged and publically confronted, express themselves in the design of courses, teaching methodology, disbursement of research funds, and hiring practices is such a strong case, then scholars should have no trouble proving it. Fair enough. But I would hope that they could do so without maligning my integrity, or characterizing my position with odious and unsubstantiated epithets.

Larry McDonald
Dept. of English
Carleton University

Collective bargaining target of government

by Kurt Wetzel
Dept. of Industrial Relations
University of Saskatchewan

The formal structure of most North American work organizations is authoritarian. Where the power of the employer has not been modified by law or collective agreements, management enjoys the right to act as the ultimate decision-maker. In the absence of formally stipulated "constitutional" rights, even if management has chosen to solicit employee input, joint decision-making hangs by the thread of the employer's goodwill and exists at the employer's convenience.

Collective bargaining is preeminently a means of entrenching bilateral decision-making and due process in the workplace. It is a means by which the parties establish mutually acceptable rules to govern the employment relationship. It recognizes implicitly employees' stake in the organization and explicitly their role in its governance. Professional employees turn to unions and collective bargaining as their means of participating in the process of establishing the terms and conditions of employment. Collective bargaining agreements specify the parties' rights and obligations and provide mechanisms for enforcing those workplace rights.

It is significant that the subject matter of bargaining is largely confined to the area of personnel policy. Decisions such as the allocation of resources have heretofore remained largely within the domain of managerial prerogative.

This collective decision-making process is no more rational than its participants make it. It reflects the political forces at play in the work organization and the union as well as largely environmental factors. It works better where management recognizes the value of a system which allows employee representatives the right to participate in a give-and-take exchange with management. By affording workers' representatives greater access to information which underlies management thinking, the union's understanding of the organization is enhanced. Collective bargaining exposes management to information and arguments which reflect the employee's perspective. That may force management to examine its assumptions and require it to justify its behaviour. The bilateral process demands that both parties rethink, articulate and alter their views. As such, it is a healthy feature of employee/employer relations in a free society.

Prof. Wetzel is a member of CAUT's Collective Bargaining Committee. A modified version of this article was published in the April 1985 edition of Canadian Forum *(Vol. 65, No. 748) under the title "Legislating for Labour."*

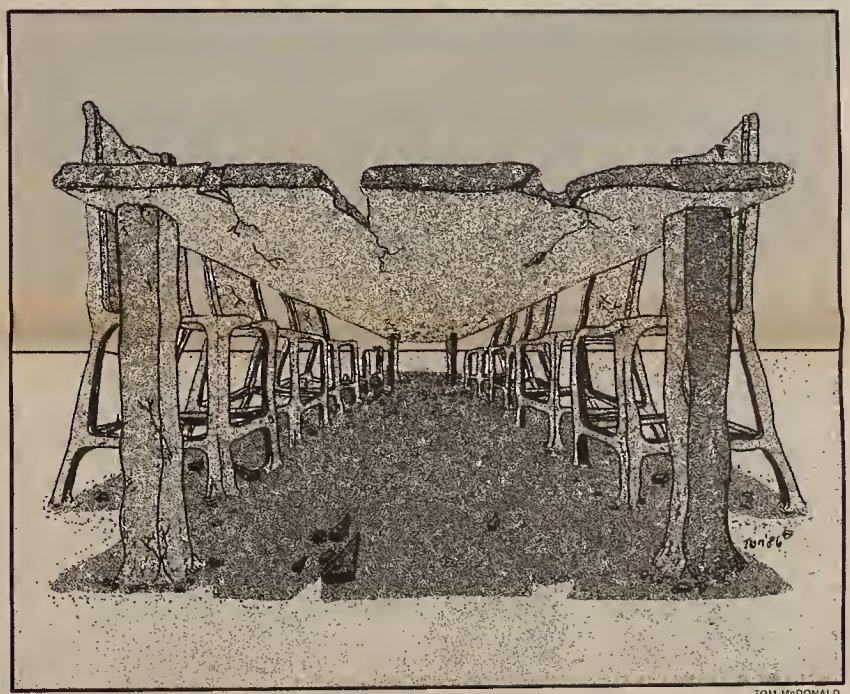
There is no guarantee that either party will succeed in convincing the other of the correctness of its position. The status quo generally favours management. The only means by which a union can attempt to compel management to reconsider seriously and even change its stand is by engaging in collective action. Without the freedom to undertake job actions, the union is trapped in a dialogue with an unhearing and immovable partner. While this situation is comparatively unusual, it does show the indivisibility of collective bargaining and the right to strike.

Collective bargaining is greatly affected by the larger economic and political environment. The signs indicate that public opinion has been shifted against collective bargaining and that an ideology resembling that which grew out of the capitalist industrial revolution is resuming ascendancy. The neoconservative free market prescription for economic survival and growth minimizes the role for unions which endeavour to pursue their members' interests through the collective bargaining process. This development marks the reversal of an 80-year trend in Canadian public policy.

In the 1970's and 80's, inflation picked up, due to factors largely unrelated to the spread of collective bargaining into the public sector. Inflation in the U.S. has its genesis in the financing problems of the Vietnam War. Rising food and commodity prices occurred due to a series of poor harvests and shortages. The OPEC-induced quadrupling of oil prices and currency devaluations further stimulated inflationary forces. Public sector wages became part of the inflationary cycle, rising both as a result of inflation and in anticipation of continuing inflation.

These wage gains were often accompanied by strikes. The public endured inconvenience and disruption as groups like police officers, fire fighters, teachers, postal workers, and municipal workers struck. By the early 80's, the economy was experiencing difficulty. Interest rates had skyrocketed. The recession undercut the demand for Canadian goods. Commodity prices dropped. Public sector deficits soared. Unemployment surpassed 12 percent. The private sector was faced with plant closures, increased competition from imports, and technological change brought on by the microelectronic revolution. A major shift of public opinion occurred. The public began to call for restraint.

Governments responded by directing popular dissatisfaction with the economy toward public employees and collective bargaining. In a sense, government *cum* employer became part of the majority, while employees' views represented those of a minority.



TOM McDONALD

The change in public opinion presented governments with two opportunities. First, governments as employers have had an opportunity to chip away at their obligation to bargain collectively with employees.

Collective bargaining began to be viewed as a burden from which governments sought at least temporary relief, rather than a basic right of the employees. Statutory suspension of bargaining, legislatively-imposed wage control programs, curtailment of the right to strike and even rollbacks of the terms of signed agreements have been used federally and provincially to curtail the process and affect the outcomes of public sector bargaining. Second, the changed political environment has provided governments with an opportunity to use hard-line approaches with unions to create the impression that meaningful, concrete action is being taken by government to address pressing economic and budgetary problems. Attacks on public sector collective bargaining have enjoyed popularity with a public which is calling for restraint and the reduction of government deficits.

In more extreme cases, the attack has been broadened. Unions and public employees have come to serve as convenient scapegoats. Governments have endeavoured to shift blame for the economic situation, deficits, and industrial strife to public employees, disregarding the fact that governments have been parties to the collective agreements and the strikes.

In attempting to affix blame upon those other than the political leadership and public management, governments have in some cases made the public employee, the worker, the target of abuse. It has been claimed that public employees enjoy too much security. They fail to accept the discipline of the market, we are told. Public workers are supposedly unproductive, lazy and overpaid.

Governments which use this tack do not seem willing to take credit for bad management. Rather, the situation has been seized as an opportunity to demonstrate a single-minded commitment to restraint as well as a capacity to deal sternly with the tough problems facing society. This is not novel public policy. Prime Minister Margaret Thatcher's approach to British unions and President Ronald Reagan's disposition of the U.S. air traffic controllers' strike pointed the way.

Contrary to any previous policy commitment to collective bargaining and joint decision-making, one apparent direction of public policy is to rely heavily upon legislative authority in dealing with public employees. Governments have justified unilateral legislative action directed at public employees and their unions in terms of fiscal exigency.

The federal government set the tone by attacking public sector collective bargaining with Bill C-124, the "six and five" program, which suspended collective bargaining rights for two years. Signed agreements which exceeded these guidelines were rolled back and strikes were banned. This law contained an implied threat for the private sector. Should private sector employers not follow the federal government's lead, administrative sanctions could be imposed upon them. This was done in Ontario and Nova Scotia, where the *Fair Wages Act* was suspended on federal projects because the Finance Minister did not like the plumbers' ten percent settlement in Nova Scotia or the high settlement by the insulators in Ontario.

In the summer of 1982, the Quebec Government legislated an 18.5 percent pay cut for its employees. The Ontario Government suspended non-monetary bargaining and imposed a two-year wage control program on the public sector. Alberta's Bill 44 expanded a ban on public sector strikes to include hospital employees. Furthermore, provincial public employees, barred from strike action, are required to submit their disputes to interest arbitration, the guidelines for which will include government fiscal policy. This legislation would seem to confer upon government *de facto* administrative authority to set wages. The British Columbia Government introduced legislation to give itself unilateral authority to eliminate 10,000 jobs without regard for seniority. This position was modified only in the face of a threatened general strike.

Legislative intervention in the private sector, such as the Anti-Inflation Board Program, has not been used of late, if for no other reason than the fact that private employers feel no need for it. The economy is doing in the private sector what legislation is doing for government (i.e. layoffs, plant closures and substantially decreased wage settlements). Even so, private sector unions are being weakened by new legislation.

See BARGAINING/6

BARGAINING.....5

Amendments to Saskatchewan's *Trade Union Act* have reduced the power and security of unions in both the public and private sectors.

Collective bargaining appears to have been decmed expendable in tough times. Governments seem to have concluded that collective bargaining has become the problem, perhaps because it is the mechanism through which public employees exercise countervailing power. Instead of negotiating restraint, as has been done in the private sector, government has resorted to using its ultimate authority as lawmaker. Government has placed itself in a conflict of interest situation by using its legal power to abrogate the duty of an employer to bargain in good faith simply because government has found collective bargaining to be inconvenient. This use of governmental power is the equivalent of the *War Measures Act*.

The response to this legislative onslaught has been a wave of protests by public employees which have been effectively ignored by governments, except in B.C. There, opposition to the government's attacks on the rights of public employees, consumers, minorities and the disadvantaged formed the basis of a broad extra-parliamentary coalition aimed at opposing government's moves.

In reviewing the Ontario legislation, the Ontario Supreme Court ruled that limitations on the right to organize and to bargain on non-monetary items cannot be justified. The court accepted the argument that the freedom of association under Section 2(d) of the *Charter of Rights* includes the freedom to organize, bargain collectively and strike. Any infringement upon these freedoms must be shown to be within "such reasonable limit...as can be demonstrably justified in a free and democratic society."

In response to this ruling, the Government of Alberta has threatened to use the opting out provisions of the constitution if it is deemed to apply to Alberta public employees. This exemplifies the depth of commitment which at least one government has to limiting the freedom of public employees to bargain collectively.

Governments have yet to explain why restraint should not be pursued through the collective bargaining process. The test of any institution is whether it can survive hard times. Collective bargaining has not been tested and found lacking. Rather, governments have backed off from their commitment to this type of joint decision-making with its employees rather than put it to the test. Governments have changed the rules of the game unilaterally and in doing so, have struck at workers' dignity and their unions' legitimacy. They have done so without explaining why the Crown's obligation to bargain should be further curtailed.

Unions have difficulty defending themselves against the kind of employer power which governments possess. Despite what the press, politicians, employers or the unions themselves may claim, unions are not particularly powerful institutions in this society. They do not have an opportunity to participate in the key decisions which affect their members. Unions have no voice in the setting of interest rates nor are they consulted on major investment decisions. Unions are subject to the legislative, judicial and administrative powers of government and without sympathetic government, the capacity of unions to advance their members' interests is severely constrained.

The removal of governmental support for an important democratic institution, merely for reasons of political and administrative expediency, does not comprise the basis of good labour policy. This policy direction does not seem to reflect a cogent, well-articulated philosophy, even of the calibre of the now passé sovereignty argument, (i.e. the Queen doesn't bargain). It does not promise to improve employer-employee relations in the public sector. Such an approach fails to enlist unions in resolving the problems of the economy. Moreover it fails to address the fundamental problems of jobs and productivity. Instead, it fosters hostility and suspicion by attempting to allocate blame.

Government action in this area has raised far more questions than it has answered. Probably the most important question is, where does government labour policy go from here? Will the policy be to rely on governmental fiat to replace collective bargaining indefinitely? If the economy should improve, will the restriction on public sector collective bargaining ease? Will collective bargaining merely become a fair weather institution? Will government attempt to keep the lid on as a precautionary measure?

Governments have failed to indicate the operative model of industrial relations to which they now subscribe. It would be highly questionable to assume that the modern Canadian public sector industrial relations system can operate effectively in the absence of a consultative structure. Frequently one hears sanctimonious pronouncements about the need for labour-management cooperation coming from the same political leaders who are party to the attack on collective bargaining. What kind of cooperation are they talking about?

If the actions of government are indicative of their thoughts, it is not that which occurs between equal partners. It is hard to believe that the stage is being set for that eventuality. Instead, fear is rising that we are seeing the thin edge of an oppressive wedge. If the right to collective bargaining can be dealt with so cavalierly, what about the other rights which government has granted? Are they any better protected?

A more charitable interpretation of recent government actions may be that, while policy makers are committed to joint decision-making, they find collective bargaining processes and outcomes difficult to accept. This could explain governments' periodic interest in tripartitism, quality of work, life experiments and Western European models of workplace democracy, schemes which promise substantial input from workers and their unions. While these programs merit consideration, movement in that direction would be more promising if the parties first made collective bargaining work.

No matter what one's view of government's restraint programs, the way in which restraint has been reflected in public policy must be the subject of critical analysis. Governments are systematically and unilaterally undermining an important democratic institution without explaining why collective bargaining loses its utility in tough economic times. Restraint and collective bargaining do not have to be incompatible. Government is ill-advised in acting as though they are. Free trade unions and free collective bargaining are indispensable to a free society.

Négocions/ Bargaining

Sally Swimmer/CAUT

Nova Scotia

Negotiators at the **Nova Scotia College of Art and Design** (NSCAD) began meeting with a conciliator at the end of January 1986 in an attempt to work out differences on a first contract for NSCAD's 34 full-time faculty and librarians. The bargaining unit received certification last May. At the time of this writing, nine meetings with the conciliator had taken place.

Approximately half of the unresolved issues (primarily those dealing with leaves and hiring procedures) were settled after the first four meetings. However, the Faculty Association (NSCADFA) was not optimistic about agreement being reached on the remaining items. Among clauses still in dispute are those dealing with continuing appointments (the employer wants to renew faculty contracts every five years and those of librarians annually); a role for faculty in decision making (for example, faculty members want input into appointment of departmental chairs); and academic freedom (the university position would give NSCAD President the final decision in questions involving academic freedom).

The employer is also seeking to restrict the union's future bargaining effectiveness with the introduction of language that would prohibit strikes, pickets and other forms of demonstration, and would allow refusal to pay dues for reasons of conscience. Finally, the university has refused to discuss union proposals on financial exigency, health and safety and sexual harassment. NSCAD Faculty will be in a position to strike two weeks after the conciliation process is finished.

A hearing to consider the certification of academic-related staff at NSCAD was scheduled for the third week in April. The proposed bargaining unit, whose collective agreement will also be administered by NSCADFA, will be composed of part-time instructors, demonstrators, counsellors and other academic-related staff.

Faculty at **Dalhousie** began negotiations in April under a contract re-opener to determine salaries for 1986-87. **Acadia** has started negotiations for a new contract. The current Acadia collective agreement expires on June 30, 1986.

Quebec

Sherbrooke University is proposing to lay off 25 tenured faculty members as part of several measures to deal with an accumulated deficit of $14.8 million. See article elsewhere in this issue for details.

Ontario

Faculty at **McMaster University** have negotiated a settlement for 1986-87. Salaries and overload stipends will increase by 4%. Remuneration for a 12-month sabbatical leave will increase from 75% to 80% of annual salary. Those on 6-month sabbatical leave will continue to receive 100% of salary. The settlement also includes a tuition waiver for dependents of faculty members and an increase in the maximum long-term disability benefits to $4000 monthly.

L'Association des professeurs de **l'Université d'Ottawa** et l'administration de l'université ont négocié pour l'ensemble des membres une hausse de traitement de 4% pour 1986-1987. L'augmentation progressive au même rang sera haussée à 1 658 $ pour tous les professeurs, à l'exception des professeurs adjoints nommés le 30 avril 1978 ou avant, qui auront droit à 1 161 $. Les bibliothécaires et les conseillers recevront respectivement 1 106 $ et les professeurs de lanque, 995 $. L'université s'engage à consentir 50 000 $ à un fonds spécial d'anomalie dont une partie servira à verser des primes de marché et d'anomalies individuelles. Tous les membres de l'unité de négociation jouiront d'une prime de recherche jusqu'à concurrence de 200 $. Les professeurs à temps plein dont le traitement atteindra le maximum de l'échelle ou le dépassera le 1er juillet 1986, auront droit à une prime de recherche supplémentaire de 500 $. La nouvelle convention collective entrera en vigueur le 1er mai 1986.

Tentative settlements were reached in April at Trent and Western. Details of the two agreements, if ratified, will appear in the next issue.

British Columbia

On March 18, 1986, a salary arbitration award was handed down for faculty at the **University of British Columbia**. In a unanimous decision, the arbitration Board awarded increases for career advancement in the amount of three percent of the continuing faculty salary. Fifty percent of the amount awarded (1-1/2% of the salary budget) will be used to fund the Career Progress Program. The remainder of the awarded amount will be divided equally between merit awards and inequity or anomaly adjustments. The Board awarded no general wage increases which was the position submitted by both the Faculty Association and the university.

In rendering its decision, the Board made the following statements:

> "The Board accepts the overwhelming case presented by the Faculty Association that an increase in compensation is justified, and indeed apart from the ability of the University to pay an award, there appears to be agreement as to an increase being merited.
>
> "The Board also having given first and paramount consideration to the University's ability to pay an increase in compensation, finds that ability is present."

Information on UBC was taken from the Faculty Association *Newsletter*, Vol. 18 No. 11.

IN/PRINTS

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

CURRICULUM: Perspectives And Practice, John P. Miller and Wayne Seller, Longman, New York, 1985. Three basic orientations to curricula — transmission, transaction and transformation — are posted in this text on curriculum practices "...to provide the reader with a useful framework for analyzing his or her attitudes and beliefs about curriculum and, more importantly, for using the understanding that is gained from such an analysis to conduct curriculum practices...". Also included are chapters on curriculum development, implementation and evaluation. The authors are associated with The Ontario Institute for Studies in Education.

ONE-DIMENSIONAL MAN: Studies In The Ideology Of Advanced Industrial Society, Herbert Marcuse, Beacon Press, Boston, 1964. "...the judgement that human life is worth living, or rather can be and ought to be made worth living...underlies all intellectual effort..." In this, perhaps his best-known work, the philosopher Herbert Marcuse suggests that in industrial society "...technological rationality has become political rationality", leading to an increasingly repressive social organism, incapable of sustaining individual freedom. "Self-determination will be real to the extent which the masses have been dissolved into individuals liberated from all propaganda..."

A TEACHER'S TREASURY OF QUOTATIONS, compiled by **Bernard E. Farber**, McFarland & Co., North Carolina, 1985. More than 4,600 entries in alphabetical order (by subject), from Ability to Zeal. Includes quotes from such luminaries as Shakespeare, Emerson, Shaw, Tolkien, John Dewey and Voltaire. Herewith an eclectic selection: "Academism results when the reasons for the rule change, but not the rule." (Stravinsky); "Four be the things I'd been better without: Love, curiosity, freckles and doubt." (Dorothy Parker); "I've overeducated myself in all the things I shouldn't have known at all." (Noel Coward); "What's now proved was once only imagin'd." (William Blake). Farber taught in the Detroit public school system.

STUDIES IN LITERATURE AND THE HUMANITIES: Innocence Of Intent, by **George Whalley**, ed. by **Brian Crick and John Ferns**, McGill-Queen's University Press, Kingston and Montreal, 1985. A selection of eleven essays by Canadian scholar George Whalley on the criticism of literature, literary theory and the importance of the humanities. Includes commentaries on Coleridge, Frye, Aristotle, Jane Austin and others. "In the face of the explosive disintegration of 'knowledge' as 'things known', and the apparent disintegration of the whole field of what is knowable into an infinity of mere facts of observation, his (the humanist's) central reality is that remarkable integrative power for which we reserve the word 'imagination', seeing it as our principal means of making ourselves real, and of holding to the conviction that though knowledge is manifold, truth is one." B. Crick and J. Fearns teach at Brock Univ. and McMaster, respectively.

FILM CANADIANA 1983-1984: A Guide To Canadian Films Produced In 1983 And 1984, National Film Board of Canada, Montreal, 1985. Contains bibliographic data on over 2500 Canadian films, both English and French, with a brief summary of each film and indexes arranged according to subject matter, director, producer, production company, feature films and co-productions. Also included is a directory of Canadian producers and distributors with addresses and phone numbers for more than 1500 film organizations.

Canada 1986: où en est la négociation collective?

par Kurt Wetzel
Département des relations industrielles
Université de la Saskatchewan

L'organisation du travail en Amérique du Nord présente dans la plupart des cas une structure officielle autoritaire. Là où la loi ou des conventions collectives ne modifient pas le pouvoir de l'employeur, l'administration jouit du pouvoir de décision ultime. À défaut de droits stipulés en bonne et due forme dans un document légal, la prise de décision commune dépend du bon vouloir de l'employeur et de ses besoins, même si l'administration choisit de demander l'avis des employés.

La négociation collective est le moyen par excellence de garantir la prise de décision bilatérale et des voies de droit régulières au travail. Elle permet aux parties d'établir d'un commun accord des règles qui régissent les relations de travail. Elle reconnaît implicitement l'intérêt des employés dans l'organisation et, explicitement, leur rôle dans son administration. Les employés professionnels recourent aux syndicats et à la négociation collective pour pouvoir participer à la mise en place des conditions d'emploi. Les conventions collectives précisent les droits et obligations des parties et prévoient des mécanismes pour les faire valoir.

Il est révélateur que la question de la négociation soit en grande partie limitée aux politiques relatives au personnel. Les décisions portant sur l'allocation des ressources, entre autres, relèvent encore largement des droits de la direction.

Il appartient à ceux qui y participent de rendre le processus de la prise de décision collective le plus rationnel possible. Ce processus reflète les forces politiques en jeu dans l'organisation et le syndicat, ainsi que d'autres facteurs ayant surtout trait au milieu lui-même. La négociation donne de meilleurs résultats si l'administration reconnaît la valeur d'un système qui autorise les représentants des employés à participer à un échange de concessions mutuelles avec la direction.

M. Wetzel est membre du Comité de la négociation collective de l'ACPU. Une version modifiée du présent article a été publiée dans l'édition du mois d'avril 1985 de Canadian Forum *(vol. 65, no 748) sous le titre "Legislating for Labour".*

Le syndicat comprend mieux l'organisation lorsque les représentants des travailleurs ont un plus grand accès à l'information qui soustend la pensée de l'administration. Par ailleurs, la négociation collective sensibilise la direction à l'information et aux arguments qui reflètent le point de vue des employés. Le patronat peut se voir forcer d'examiner ses hypothèses et de justifier son comportement. La négociation exige que les deux parties revoient leur position, l'articule et la modifie. En soi, il s'agit d'un aspect sain des relations patronat-salariés dans une société libre.

Rien ne garantit que l'une ou l'autre partie réussira à convaincre l'autre de la justesse de sa position. En règle générale, le statu quo favorise l'administration. Pour réussir à obliger l'employeur à repenser sérieusement sa position, voire à la modifier, le syndicat n'a d'autre recours que d'entreprendre une mesure collective. Sans la liberté d'exercer des moyens de pression, le syndicat se trouve coincé dans un dialogue où son partenaire, inébranlable, fait la sourde oreille. Alors que cette situation est, par comparaison, inhabituelle, elle illustre cependant l'indivisibilité de la négociation collective et du droit de faire la grève.

L'environnement économique et politique influence considérablement la négociation collective. Des indices révèlent que l'opinion publique se détourne de la négociation collective et qu'une idéologie semblable à celle qui émergea de la révolution industrielle capitaliste refait surface. Le libre marché néo-conservateur comme théorie de survie économique et de croissance réduit le rôle des syndicats qui continuent à privilégier les intérêts de leurs membres au moyen de la négociation collective. Cette évolution des attitudes marque le revirement d'une tendance vieille de 80 ans dans la politique publique canadienne.

L'inflation des années 1970 et 1980 était attribuable à des facteurs sans lien avec l'intensification de la négociation collective dans le secteur public. L'inflation aux États-Unis découlait en partie des problèmes du financement de la guerre du Viet-Nam. Les prix des denrées et des matières premières ont augmenté à cause de mauvaises récoltes et de pénuries consécutives. Le quadruplement des prix du pétrole, dû à l'OPEP, et les dévaluations des devises ont concouru à stimuler l'inflation.

Les traitements des fonctionnaires, partie intégrante du cycle inflationniste, ont augmenté pour compenser l'inflation et en prévision de son ascension continue. Ces gains salariaux ont souvent été accompagnés de grèves. La population a subi les inconvénients des grèves des policiers, des pompiers, des enseignants, des postiers et des fonctionnaires municipaux.

Au début des années 1980, l'économie était défaillante. Les intérêts ont monté en flèche. La récession a entraîné une diminution de la demande de biens canadiens. Les prix des matières premières ont chuté. Les déficits du secteur public ont grimpé. Le taux de chômage a dépassé douze pour cent. Le secteur privé a fait face à des fermetures d'usines, à une concurrence accrue des produits importés et aux nouvelles technologies qu'a amené la révolution micro-électronique. *L'opinion publique s'est modifiée considérablement.* La population a demandé de restreindre les dépenses.

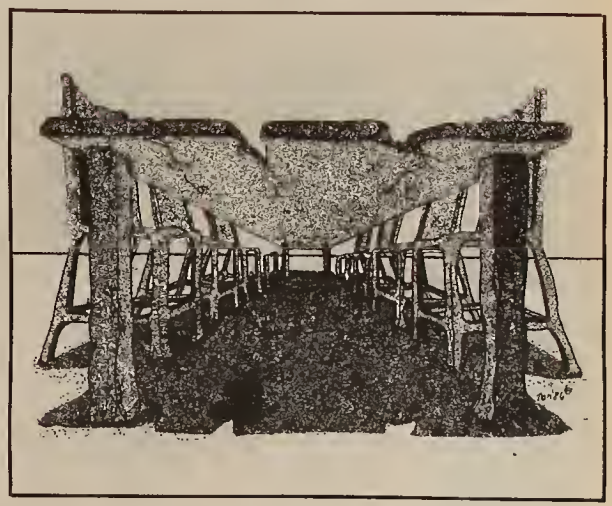
Les gouvernements ont rétorqué en utilisant les fonctionnaires et la négociation collective comme bouc émissaire pour expliquer l'insatisfaction populaire envers l'économie. Dans un sens, l'association gouvernement-employeur est devenue une partie de la majorité alors que l'opinion des employés représentait celle d'une minorité.

L'opinion publique se modifiant, les gouvernements se sont retrouvés devant deux possibilités. D'abord, les gouvernements, en tant qu'employeurs, ont eu l'occasion de réduire lentement leur obligation de négocier collectivement avec les employés.

La négociation collective a commencé à être considérée comme un fardeau, dont les gouvernements cherchaient à se décharger temporairement, plutôt que comme un droit fondamental des employés. La suspension statutaire de la négociation, les programmes de contrôle des salaires imposés par des lois, la réduction du droit de grève et même le recul sur des dispositions stipulées dans des conventions ratifiées furent des mesures utilisées à l'échelle fédérale et provinciale pour affaiblir le recours et influencer les résultats des négociations du secteur privé.

En deuxième lieu, le nouveau milieu politique a permis aux gouvernements d'adopter la ligne dure avec les syndicats dans le but de donner l'impression que le gouvernement prenait des mesures concrètes et significatives pour aborder des problèmes économiques et budgétaires pressants. Les attaques contre les négociations collectives du secteur public se sont attirées la faveur de la population qui exigeait une réduction des dépenses gouvernementales.

Dans des cas extrêmes, les attaques ont pris de l'ampleur. Les syndicats et les fonctionnaires en sont venus à servir de bouc émissaire pratiques. Les gouvernements ont rejeté le blâme sur les fonctionnaires pour la mauvaise santé de l'économie, les déficits et les conflits industriels, sans tenir compte du fait qu'ils étaient parties aux conventions collectives et aux grèves.



TOM McDONALD

En essayant de blâmer d'autres personnes que les dirigeants politiques et les administrateurs de la fonction publique, les gouvernements ont, dans certains cas, pris le travailleur, le fonctionnaire comme cible pour leurs abus. On a soutenu que les fonctionnaires jouissaient d'une trop grande sécurité d'emploi. Ils ne réussissent pas à accepter la discipline du marché, dit-on. Les fonctionnaires sont soi-disant improductifs, paresseux et surpayés.

Les gouvernements qui ont recours à cette tactique ne semblent pas disposés à accepter le blâme d'une mauvaise gestion. Ils saisissent plutôt l'occasion pour se montrer résolus à réduire les dépenses et capables de s'occuper sérieusement des problèmes qu'affronte la société. Cette ligne de conduite, de la part du secteur public, n'est pas nouvelle. L'attitude de la première ministre Thatcher face aux syndicats britanniques et la position ferme du président Reagan dans le cas des contrôleurs aériens américains ont montré la voie.

Allant à l'encontre de tous les engagements pris antérieurement envers la négociation collective et la prise de décision commune, la politique du gouvernement semble reposer énormément sur le processus législatif pour traiter avec ses fonctionnaires. Les gouvernements ont justifié les mesures législatives prises aux dépens des fonctionnaires et de leurs syndicats en invoquant la nécessité financière. Le gouvernement fédéral a donné l'exemple en s'attaquant aux négociations collectives de la fonction publique à l'aide de la loi C-124, le programme des "six et cinq" qui a suspendu pendant deux ans les droits de négociation. Les conventions en vigueur qui débordaient des limites de ces lignes directrices furent réouvertes et les grèves furent interdites.

Cette loi camouflait une menace pour le secteur privé. En effet, si les employés du secteur privé ne suivaient pas les directives du gouvernement fédéral, ils pouvaient se voir imposer des sanctions administratives. Cela s'est produit en Ontario et en Nouvelle-Écosse, où l'on a suspendu la *loi sur l'équité des salaires* dans le cas des projets fédéraux parce que le ministre des Finances ne prisait pas l'augmentation de 10 pour cent des plombiers de la Nouvelle-Écosse ou la hausse salariale élevée des travailleurs en isolation de l'Ontario.

À l'été 1982, le gouvernement du Québec a légiféré une baisse de 18,5 pour cent du salaire de ses employés. Le gouvernement de l'Ontario a suspendu des négociations de clauses normatives et a imposé à la fonction publique un programme de régularisation des salaires de deux ans.

En Alberta, la loi 44 a étendu aux employés des services hospitaliers l'interdiction de faire la grève imposée aux fonctionnaires. De plus, les fonctionnaires provinciaux, à qui l'on a interdit le droit de grève, sont priés de soumettre leur différend à un conseil d'arbitrage dont les lignes directrices comprennent la politique fiscale du gouvernement. Cette loi semblerait conférer au gouvernement un pouvoir administratif *de fait* pour déterminer les salaires.

Le gouvernement de la Colombie-Britannique a adopté une loi qui lui donnait le pouvoir d'éliminer unilatéralement dix mille emplois sans tenir compte de l'ancienneté. Cette position fut modifiée seulement devant la menace d'une grève générale.

Le secteur privé n'a pas eu à faire face récemment, à des lois tel le programme de la commission anti-inflation, ne serait-ce simplement parce que les employeurs n'en ressentaient pas le besoin. L'économie joue le même rôle pour le secteur privé que les lois pour la fonction publique, entre autres les licenciements, les fermetures d'usine et les baisses substantielles de salaire.

Par ailleurs, les syndicats du secteur privé sont affaiblis par les nouvelles lois. En Saskatchewan notamment, les amendements apportés à la *loi sur les syndicats ouvriers*, ont amoindri le pouvoir et la sécurité des syndicats tant dans le secteur privé que dans la fonction publique.

Il semble que les négociations collectives soient jugées non nécessaires en période difficile. Les gouvernements semblent avoir conclu que les négociations collectives étaient la cause du problème peut-être parce que les fonctionnaires s'en servaient pour exercer des pressions. Au lieu de négocier des compressions à l'instar du secteur privé, le gouvernement a eu recours à son pouvoir ultime de législateur. Le gouvernement s'est lui-même placé en conflit d'intérêt en recourant à son pouvoir juridique pour abroger le devoir d'un employeur de négocier de bonne foi simplement parce qu'il juge inopportunes les négociations collectives. L'emploi que fait le gouvernement de ce pouvoir équivaut à la *Loi sur les mesures de guerre.*

Les fonctionnaires, ignorés jusque-là par les gouvernements, sauf en Colombie-Britannique, ont réagi à cet assaut législatif en protestant massivement. En Colombie-Britannique, l'opposition aux attaques du gouvernement relativement aux droits des fonctionnaires,

Voir NÉGOCIATION/8

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enseignement ou leur lourde charge de travail. L'avancement et la permanence sont octroyés, dans une large mesure, en fonction des travaux de recherche.

Le rapport souligne que les comités responsables de la permanence et du renouvellement des contrats devraient tenir compte du besoin de congés parentaux. Les décisions devraient être prises en fonction des années civiles et exclure les congés. Les directives et les procédures régissant le renouvellement des contrats et la permanence devraient englober les personnes qui occupent un poste autre qu'un poste à temps plein régulier. Les postes à temps partiel devraient représenter un choix viable pour les hommes et les femmes ayant des responsabilités parentales. D'un commun accord, ces postes pourraient plus tard être convertis en poste à temps plein.

En outre, le comité a constaté le besoin d'augmenter le nombre de places de garderie à l'université. Il y aurait, semble-t-il, un besoin particulier de places pour les enfants fréquentant la garderie à temps partiel. Il faudrait revoir les directives sur les congés de "maternité", lesquels devraient être rebaptisés "congés parentaux", puisque restreindre ces congés aux femmes limite le choix de la personne qui élèvera les enfants.

Certaines des ving-quatre recommandations formulées dans le rapport sont propres à l'Université Queen's et touchent à des problèmes internes relatifs à ses politiques et à ses procédures. D'autres recommandations, par contre, tel l'abandon de l'âge limite pour l'obtention de subventions post-doctorales, sont d'ordre plus général. Le rapport étant maintenant entre les mains de l'association des professeurs, quelle est la prochaine étape? Dans un premier temps, l'association a demandé à l'administration de l'université de mettre sur pied un comité composé de professeurs et d'administrateurs pour examiner des documents pertinents et recommander des modifications.

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should take into consideration the need for parental leaves of absence. Decisions should be made on the basis of calendar years, excluding leaves of absence. Policies and procedures governing renewal and tenure should be broadened to include those who have other than the standard full-time appointment. Part-time academic appointments should become a viable option to men and women with parental responsibilities. Such appointments could then be converted to full-time appointments at a later date, by mutual agreement.

The committee also found the need for additional day care places at Queen's. The special need would appear to be for places for children in day care part-time rather than full-time. Policies governing "maternity" leave should be rethought and retitled as "parental" leave, since confining such leaves to females "unnecessarily limits flexibility in family choice of arrangements for the rearing of children."

Some of the twenty-four recommendations brought forward in this report are specific to Queen's and address problems in its own policies and procedures. Other recommendations, such as abandoning age limits for post doctoral grants, are more universal problems. Now that the Queen's University Faculty Association has the report in hand, where does it go from here? As a first step, QUFA has asked the university administration for a joint committee made up of faculty and administrative officers to survey pertinent documents and recommend changes.

Workshop examines measures to redress inequalities in economy

by Sandy Casey
Education Library
Queen's University

"Equality in the Economy" was the subject of a workshop sponsored by the Institute for Research on Public Policy and held in Montreal in March. The purpose of the workshop was to examine attempts to redress inequalities in the Canadian economy which have affected women and other minority groups such as native peoples, visible minorities, the handicapped, and the elderly.

There were 125 invited speakers.

Senator Lorna Marsden pointed out that, while inequalities are not publicly attributed to biological or racial differences, inequalities along these lines still exist, despite policies and other attempts to redress them.

Elizabeth Powers, Directrice des operations — Décision 85 (Québec Secrétariat à la condition féminine), spoke on equality for women. Women may be equal on paper, she said, but this is not reflected in the facts of everyday life. Women are still not paid at the same level as men, nor do they have the same economic security. That women are still considered to be appendages to men is reflected in the work area system of employment which is based on a male career model. To counteract the inequalities created, Ms. Powers says we must maximize the impact of the measures already in place and concentrate on educating girls to use their potential.

Other speakers provoked some controversy among the workshop participants. Conrad Winn, from Carleton University's Department of Political Science, spoke on quota hiring. Governments should take care, when attempting to remedy inequalities in this area, not to do more harm than good, he said. Quota hiring, he asserted, benefits rich, well-paid women who are in the work force in the first place.

Barry Cooper, from the University of Calgary's Department of Political Science, also cited evidence from the United States and Canada to show that affirmative action does not benefit the disadvantaged, but instead benefits those already educated. He said Canadians are neither aware nor concerned about unemployment. Where active hostility against affirmative action exists, it stems from resentment rather than discrimination.

Other speakers covered topics relating to legislation and enforcement, pay equity, hiring, promotion, retirement, the impact of family responsibilities, and educational opportunities. Doris Anderson, in summing up the workshop, advocated legislation which would change behaviour, even if discriminatory thoughts remain.

WOMEN SCHOLARS PROGRAM
UNIVERSITY OF WATERLOO

As part of a ten-year program to increase the number of women faculty, applications are invited from qualified candidates for all disciplines in the Faculties of Arts, Engineering, Environmental Studies, Human Kinetics and Leisure Studies, Mathematics and Science.

Candidates are directed to the advertisements from various academic units appearing elsewhere in this issue. Applicants in other fields may apply directly to the office of the Vice-President, Academic.

Up to ten tenure-track appointments will be made for the year 1986-87, depending on the quality of the applicants, at a rank not lower than Assistant Professor. These appointments will be funded from the University Excellence Fund of the Province of Ontario. A preliminary announcement of this Fund has already been made by the Government, and allocations are expected in the near future. Salary will be commensurate with qualifications. Appointments can be effective as early as July 1, 1986.

Applications, including a curriculum vitae and the names of three references, should be sent to: **Dr. D.A. Brisbin, Adviser to the Vice-President, Academic, Needles Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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des consommateurs, des minorités et des défavorisés a jeté les bases d'une large coalition extra-parlementaire visant à s'opposer à la décision du gouvernement.

En examinant la loi de l'Ontario, la Cour suprême de l'Ontario a décidé que les limites au droit d'organisation et de négociation des points normatifs ne pouvaient être justifiées. La Cour a accepté l'argument selon lequel la liberté d'association en vertu de l'article 2(d) de la *Charte des droits* comprenait la liberté d'organisation, de négociation collective et le droit de grève. Il faut prouver que toute transgression de ces libertés est comprise "dans des limites qui soient raisonnables et dont la justification puisse se démontrer dans le cadre d'une société libre et démocratique."

En réponse à cette décision, le gouvernement de l'Alberta a menacé de se prévaloir de la clause de retrait prévue dans la constitution si on juge que cette dernière s'applique aux fonctionnaires de l'Alberta. Voilà donc un exemple du sérieux de l'engagement d'au moins un gouvernement à limiter la liberté de ses fonctionnaires de négocier collectivement.

Les gouvernements doivent encore expliquer pourquoi les restrictions ne devraient pas être négociées collectivement. La solidité d'une institution se démontre en période difficile. La négociation collective n'a pas été éprouvée et on n'a pas prouvé qu'elle était déficiente. Les gouvernements sont plutôt revenus sur leur engagement de participer à ce genre de décision conjointe avec leurs employés au lieu de mettre la négociation à l'épreuve. Les gouvernements ont changé unilatéralement les règles du jeu et, par le fait même, ont porté atteinte à la dignité des travailleurs et à la légitimité de leurs syndicats, sans même expliquer pourquoi l'obligation de la Couronne de négocier devait être réduite.

Les syndicats ont de la difficulté à se protéger du pouvoir de l'employeur que possède les gouvernements. Malgré ce que peuvent affirmer la presse, les politiciens, les employeurs et les syndicats eux-mêmes, ces derniers ne sont pas particulièrement puissants dans la société canadienne. Ils n'ont pas l'occasion de participer aux décisions importantes qui touchent leurs membres. Les syndicats n'ont pas voix au chapitre pour ce qui est de déterminer les taux d'intérêt et ils ne sont pas consultés pour les décisions importantes reliées aux investissements. Les syndicats sont assujettis aux pouvoirs législatifs, judiciaires et administratifs du gouvernement. Sans l'appui de ce dernier, les syndicats voient leur capacité à faire avancer les intérêts de leurs membres sérieusement réduite.

Le fait que le gouvernement n'appuie plus une importante institution démocratique simplement pour des raisons d'efficacité politique et administrative ne contribue pas à la mise en place d'une politique du travail valable. Cette orientation ne semble pas refléter une philosophie convaincante et bien articulée même si elle tient de la portée de l'argument maintenant dépassé de la souveraineté, à savoir que la reine ne négocie pas. Elle ne promet pas d'améliorer les relations employeur-employés du secteur public.

Une telle attitude ne réussit pas à inciter les syndicats à aider à résoudre les problèmes économiques. Par surcroît, elle n'aborde pas les problèmes fondamentaux de l'emploi et de la productivité. Elle encourage plutôt l'hostilité et les soupçons en essayant de rejeter le blâme sur d'autres.

Les décisions du gouvernement à cet effet ont soulevé beaucoup plus de questions que de réponses. La question la plus importante à se poser est peut-être celle-ci: quelle orientation prendra la politique du travail du gouvernement ensuite? Dépendra-t-elle de décrets gouvernementaux pour remplacer indéfiniment la négociation collective? Si l'économie s'améliore, cessera-t-on de restreindre le droit du secteur public à la négociation collective? Est-ce que la négociation collective ne deviendra qu'une simple institution des bons jours? Le gouvernement tentera-t-il de lui tenir la bride haute comme mesure de précaution?

Les gouvernements n'ont pas réussi à indiquer le mode de fonctionnement des relations industrielles auquel ils souscrivent maintenant. Il serait très discutable de présumer que les relations industrielles de la fonction publique moderne du Canada peuvent exister sans mécanisme de consultation. On entend souvent des dirigeants politiques, ceux-là mêmes qui s'attaquent à la négociation collective, faire la morale sur le besoin d'une collaboration entre les employés et le patronat.

De quelle sorte de collaboration parlent-ils? Si les gestes du gouvernement traduisent sa pensée, ce n'est pas cette pensée qui est appliquée entre des partenaires égaux. Il est difficile de croire que l'on prépare le terrain pour cette possibilité. On craint plutôt de plus en plus de s'engager sur un terrain glissant aux couleurs de l'oppression. Si l'on peut traiter d'une façon aussi cavalière le droit à la négociation collective, qu'arrive-t-il alors des autres droits que le gouvernement a consentis? Sont-ils mieux protégés?

On peut interpréter les décisions récentes du gouvernement avec plus de charité en disant que lorsque les politiciens sont engagés dans des prises de décision communes, ils estiment difficiles à accepter les négociations collectives et leurs conséquences. Cette attitude explique peut-être l'intérêt périodique des gouvernements dans le tripartisme, la qualité du travail, les expériences de vie et les modèles d'Europe de l'Ouest de lieux de travail démocratiques, des programmes qui promettent une participation considérable des travailleurs et de leurs syndicats. Alors que ces programmes méritent attention, la tendance à choisir cette direction serait plus prometteuse si les parties s'employaient d'abord à faire fonctionner les négociations collectives.

Peu importe comment on voit les programmes de restriction du gouvernement, il faut analyser de manière critique la façon dont ces restrictions se sont reflétées dans les politiques de la fonction publique. Les gouvernements minent systématiquement et unilatéralement une importante institution démocratique sans expliquer pourquoi la négociation collective n'est plus utile en période difficile.

Il n'est pas nécessaire que les restrictions et la négociation collective soient incompatibles. Les gouvernements sont mal avisés en agissant de la sorte. Les syndicats ouvriers libres et les négociations collectives libres sont indispensables à une société libre. Les décisions des gouvernements doivent être contestées chaque fois qu'elles nuisent à la négociation collective libre.

The role of CAUT in university collective bargaining

CONT'D FROM P. 1

seven-member committee had expanded to include policy formulation and the handling of the newly created Collective Bargaining Account, which provided financial assistance to offset the legal costs of certification.

In June of that year, a set of interim guidelines on collective bargaining, proposed by the committee, was adopted by the CAUT Board.

In 1974, the CAUT Council approved the guidelines. As well, the council voted unanimously to support a resolution stating that collective bargaining can effectively protect academic freedom and the interests and the rights of teachers and researchers in Canadian universities.

At that time, only three of the local associations affiliated with the CAUT — at Notre Dame, Manitoba and Saint Mary's Universities — were certified as unions. (In Quebec, the majority of local associations were unionized, but they were not affiliated with CAUT.) But major organizing efforts were in progress on six other campuses and about a dozen others had begun to seriously consider the possibility of certification. Collective bargaining had begun to take off in earnest on campuses across Canada.

Meanwhile, a single CAUT staff member assigned to collective bargaining had been criss-crossing the country offering her experience and expertise to locals en route to certification. Committee and board members also had been devoting time to take part in educational seminars which were being held from coast to coast on invitations from locals.

This burgeoning interest in collective bargaining and certification resulted in a recognition by the CAUT of the need for an extensive reorganization of its services to members in this critical area.

Over the following several years, as demands grew, the CAUT took on additional staff with expertise in the bargaining area. The staff did a considerable amount of work in the field, responding to requests from locals for legal advice and background information during certification drives. The staff then followed up with help working out initial collective agreements for the newly certified associations and, in the case of a few, to establish special plans.

Meanwhile, the Collective Bargaining Committee, with the help of the Academic Freedom and Tenure Committee, developed a set of model clauses on key issues such as grievance arbitration, academic freedom, tenure, financial exigency and redundancy, and non-discrimination.

In addition, the CAUT established a Defence Fund to add strength to the bargaining positions of participants in the fund, and, if necessary, to offer financial support to affiliates involved in strikes (or lock-outs).

At the end of the decade, the practice of collective bargaining had become firmly established on the majority of campuses across Canada. As of October 1980, a total of 38 faculty associations were certified, 30 of them affiliates of the CAUT; 8 associations — all CAUT affiliates — were covered by special plans.

By the early 1980's, with first-time collective bargaining mostly a thing of the past, and carefully formulated policies and model clauses in place, the CAUT sought to respond to the new and changing needs of academic staff in the area of employer/employee relations.

It was clear that services offered to date had to be modified and diversified in order for the CAUT to deal effectively with the growing complexity of relations between academic staff, university administrations and governments.

Today, as a result of policy changes over the past few years, the CAUT offers a broad, yet integrated, set of services in the bargaining context, which call upon the talents of staff working in various areas of the Association.

Staff

The primary work in collective bargaining is carried out by a small staff under the general direction of the CAUT's Associate Executive Secretary Ron Levesque. Dr. Levesque's duties also include responsibility for the research section. As well, he is becoming increasingly involved in the lobbying work of CAUT.

Howard Snow, a lawyer, has been with the collective bargaining section of the CAUT since 1980. His work largely relates to services performed under the Arbitration Service, but he also assists in negotiation, certification, rights cases, and CAUT's educational programs. He is secretary of the CAUT Defence Fund. Prior to coming to CAUT, Mr. Snow was with the Faculty of Law at the University of Manitoba. During that period he served on CAUT's Collective Bargaining Committee.

Robert Léger has been with the CAUT since 1978 and with the Collective Bargaining section since 1982. He assists associations in certification and negotiation and, more recently, has also been involved in handling grievance and arbitration cases. Since 1982, he has served as the secretary of the Collective Bargaining Committee. Prior to his work in collective bargaining, Mr. Léger was a member of the benefits section of the CAUT and secretary to the Economic Benefits Committee. Before joining CAUT, Mr. Léger worked with the Centre de recherches of the College de Saint-Boniface. His academic background is in mathematics.

Tina Head, a lawyer, started working with CAUT's collective bargaining section part-time as a research assistant in 1980. The following year, she became a full-time professional officer in collective bargaining. Ms. Head assists associations in certification and negotiation, and in grievance arbitrations. One of her major responsibilities is as co-ordinator of the National Collective Bargaining Conference. She also co-ordinates the Status of Women Workshop. Recently, she assumed the position of secretary to the Status of Women Committee and an increasing part of her work is in this area.

In general, the role of the staff has passed from that of helping local associations negotiate initial agreements to "policing" agreements already in place and to helping refine and adapt their terms to meet changing conditions in the universities and society as a whole.

CAUT Arbitration Service

An area of increasing importance at CAUT is that of grievance and arbitration handling. To meet the growing demand from local associations for services in this area, the CAUT launched its arbitration service in 1982. The service provides staff counsel for arbitrations or binding hearings requested by local associations to argue cases involving any of the following:

- ☐ dismissal;
- ☐ denial of tenure;
- ☐ non-renewal of a probationary contract;
- ☐ lay-off;
- ☐ discrimination involving individuals who are CAUT members.

The Association will supply staff counsel to argue other arbitration or binding hearing cases, subject to a fee.

Most of the cases regularly handled by the CAUT involve individual grievances over dismissal, and promotion and tenure denial. The staff handle a more limited number of association grievances; a recent case in this category involved the improper assignment of teaching schedules.

The cases, whether conducted on behalf of individuals or associations, can be very demanding and time-consuming for CAUT staff. Approximately 11 such cases were handled last year.

Bargaining

With the large majority of associations now certified or protected by special plans, first-time collective bargaining has become an infrequent occurrence for faculty in Canada. Still, cases continue to arise almost on a yearly basis. The Nova Scotia College of Art and Design, and Mount Allison and Brock Universities are recent examples. CAUT staff provide assistance to such newly certified associations in drafting and negotiating first-time agreements. Staff also assist local associations seeking to expand their bargaining units to other academic staff such as librarians, instructors, counsellors, language teachers, etc.

Tina Head

Robert Léger

Howard Snow

Associations experienced in bargaining, too, often call upon the expertise of CAUT staff — usually at the conciliation or mediation stages — to help them at the table to work through their second or third agreements. If a local bargaining team hits a crisis, a CAUT staff member will provide on-the-spot assistance on request.

In addition, CAUT is frequently called upon to help in the preparation of contract proposals. Increasingly, the advice of CAUT staff is being sought with regard to the needs of specific interest groups covered by local agreements. Given the current severe financial constraints on most campuses, faculty associations are seeking to protect the interests of their more vulnerable members; for example, those on limited-term appointments or those approaching retirement age. CAUT staff provide information and advice to assist local bargaining teams in devising special provisions for these groups.

Also, as local associations gain experience in bargaining generally, they frequently discover specific problem areas in their contracts — perhaps in their grievance procedures or in their provisions for exigency or redundancy — and seek the advice of CAUT in preparing for their next round of negotiations.

The CAUT Collective Bargaining Conference

The annual Collective Bargaining Conference is widely lauded as one of the CAUT's most successful endeavours. Each year, the event has drawn over 100 participants to an out-of-town location for a four-day stretch to learn the arts of collective bargaining and to explore matters of current interest to faculty associations.

Most participants are academic staff, ranging from novices to experienced negotiators from unionized and non-unionized associations. A few are from outside the academic community.

To date, the conference has been held in central Canada — for the past several years in Kimberly, a resort area north of Toronto. This year it will be held in Val Morin, Quebec (north of Montreal) from June 16 to 20.

The conference agenda is drawn up by the Collective Bargaining Committee. The conference itself is currently organized by Tina Head who is assisted in her work by Christiane Tardif-Dulude of the CAUT staff.

It is a major project requiring a good deal of planning. Each of the four days is packed with a variety of activities which are designed to draw participants into the collective bargaining experience. The mixed format includes panel discussions, skills development workshops (bargaining skills, grievance handling, and proposal writing), information sessions on benefits, and a range of opportunities to discuss other issues such as job actions, conciliation and mediation, categories of academic staff appointments, part-time faculty, sexual harassment, mid-career options, and so on.

One of the most critical elements considered in the planning stage is the creation of a lively but relaxed climate where participants from universities across Canada — large and small, unionized and non-unionized — can get to know each other and share ideas, information and experience.

CAUT's collective bargaining staff act as workshop leaders and give instruction in the educational programs at the conference.

They also head up skills development workshops similar to the ones at the conference, which are held on invitation at individual campuses during the year.

Each of the eight conferences held to date has been judged almost unanimously by participants in follow-up surveys to have been extremely worthwhile and rewarding experiences.

Research

CAUT's research team conducts original research in a wide range of areas relevant to the university community and provides critical back-up for work being carried out in all other areas of the Association's operations — government relations and lobbying, rights matters, public relations, collective bargaining, and publications.

The team's three permanent members are Richard Bellaire, Bob Moore and Rosalind Riseborough. A fourth researcher, Sally Swimmer, has been employed part-time for several months to help deal with a number of new research projects. Their areas of expertise include political science, history and library science, and industrial relations and social research.

The research staff perform an important role in the collective bargaining activities of local associations. They are often called upon to provide local associations with data and other information needed for collective bargaining activities. They are currently working on developing a computerized data base of collec-

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UNIVERSITY OF REGINA

DEPARTMENT OF FILM & VIDEO

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Professor R.J.W. Swales
Associate Dean
College of Fine Arts, University of Regina
Regina, Saskatchewan S4S 0A2

CHARTER 1

these purposes, his voluntary consent must be obtained. No objection is made to the validity of requiring those who are not union members to pay union dues. Rather, an attempt is made to distinguish between the collective bargaining role of the unions and their role in representing members on political and social issues.

If Lavigne is successful, a union would be required to obtain the consent of each individual before any portion of his or her fees could be used to support non-collective bargaining purposes. This would impose an extremely cumbersome strait jacket on the ability of unions to respond quickly and effectively to many important issues.

The Courts must decide a number of legal issues. Firstly, they must determine whether the Charter applies to union activities. This involves a consideration of what amounts to government action and whether the Charter can apply to non-government action. If it is determined that the Charter can be applied, then it must be decided whether there has been any infringement of guarantees of freedom of expression or association. In particular, can the expenditure of union funds in any way be seen as interfering with an individual's right to express herself or her right to associate in any way? If it is found that there has been an infringement of the guaranteed freedoms, the Courts must finally decide whether the infringing activity is nevertheless a reasonable limit in a free and democratic society.

The demand that individual consent be obtained from all those paying dues before a union is permitted to use its funds for political lobbying and social purposes is antithetical to the democratic nature of employee associations. Policy decisions and allocation of expenditures in these organizations are normally made by majority approval of members or by officials who have been democratically chosen and constitutionally empowered to decide. Granting a veto to individuals could lead to the frustration of the association's ability to participate in the social and political debate on issues affecting their members.

The proposed distinction between collective bargaining and political and social action as a means of promoting the interests of union members could seriously interfere with the ability of individual unions and associations with which they are federated to fully represent employee interests. Social and economic policies of government have both a direct and indirect impact on the well-being of workers. It would be very difficult to determine where collective bargaining concerns end and political and social issues begin. For the courts to attempt such a distinction would lead to artificiality and uncertainty, forcing unions to be extremely circumspect on the issues to which they would direct their funds.

The imposition of such impediments to union action may well affect the balance of power between employers and employees. In the United States, the right of unions to spend funds on political action have been limited, but no similar limitation has been placed on corporations. If unions are required to obtain the consent of each of their members before spending a portion of dues on political lobbying, even-handed administration of justice should require corporations to obtain consent from each of their shareholders before engaging in similar activities.

These court challenges are an attempt to fit the Canadian labour movement into a narrow mould, denying the legitimacy of union participation in social and political discourse as equal partners with employers. Although the cases dispute only the use of union funds for particular purposes they could, if successful, lead to a broader attack on the institution of collective bargaining itself through challenges to a variety of union security mechanisms. The Charter of Rights places in the hands of the judiciary the power to alter the balance of power between employers and employees in a fundamental way. It is to be hoped that courts recognize the legitimate claim of employees to have a voice through the democratic unions of this country on political, social and economic affairs.

Les associations qui représentent les employés canadiens participent depuis très longtemps au discours politique et socio-économique portant sur des questions touchant leurs membres. Les employés canadiens réussissent à améliorer leur sort non seulement à cause de la négociation collective mais aussi à cause de l'abilité de leurs représentants à persuader le gouvernement d'agir par l'entremise de lois. Des associations tels le Congrès du travail du Canada et l'Association canadienne des professeurs d'université ont comme rôle principal d'exercer des pressions et de renseigner les législateurs sur les intérêts de leurs membres.

A l'heure actuelle, l'abilité des syndicats et des associations provinciales et nationales de syndicats mêlés à ces activités est contestée devant les tribunaux de l'Ontario et de la Colombie-Britannique. Deux causes sont présentées. Dans les deux cas, ou soutient que les libertés d'expression et d'association individuelles, garanties par la Charte des droits, sont violées lorsque les syndicats se servent des cotisations des membres pour payer des activités n'étant pas reliées à la négociation collective.

L'auteur de l'article, M. Michael MacNeil, professeur de droit à l'Université Carleton, expose les répercussions de ces causes sur la négociation collective au Canada. Selon lui, porter ces causes devant les tribunaux est une tentative pour circonscrire le mouvement ouvrier au Canada en refusant aux syndicats de participer à bon droit au discours socio-politique sur le même pied que les employeurs. Ces causes, si elles sont gagnées, pourraient porter davantage atteinte à l'institution-même qu'est la négociation collective, met en garde M. MacNeil.

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tive agreements so they can respond more quickly to requests from member associations.

A particular area of concern for CAUT's researchers is the production of comparative salary data, including data on academic salaries, as well as those of professional employees in the public service and private sector. With the help and guidance of Prof. David Balzarini of UBC, a selected set of academic salary data has been computerized for quick retrieval. Other data are currently being entered into the computer information bank. These data have proven extremely useful for negotiation, and interest arbitration purposes.

The research staff provide data and information and prepare briefs on legislative changes relating to pensions, tax matters, and other social and economic matters pertinent to the members of CAUT. They also conduct library searches for published articles on a variety of topics related to collective bargaining, and they give assistance and advice to member associations in preparing briefs used in negotiations, arbitration and mediation.

Each year, the CAUT publishes an *Employee Benefits Survey* for universities in the Eastern and Western provinces; information used in the survey is compiled by the research staff.

The research section also produces a periodical, *The Negotiator/Le Négociateur*, containing information and updates on a variety of collective bargaining issues. It is published approximately 18 times a year.

Every two years, the staff conducts surveys of university librarians' salaries. In addition, on a periodic basis, they carry out surveys in a variety of other areas — such as retirement, staffing, conditions of employment — which ultimately affect the bargaining strategies of faculty negotiating teams.

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Cognizant of the nature of the position the University has set the stipend level to provide for full salary replacement, based on actual salary at the time of application. The department in which the incumbent is located will have access to research support for the incumbent. The appointment will begin July 1, 1987 or September 1, 1987. Applications are also invited from candidates proposing to spend one term or other fractions of a year in the Chair.

Applications should be mailed prior to August 1, 1986 to:

Dr. John T. Sears
Academic Vice President
St. Francis Xavier University
Antigonish, Nova Scotia
B2G 1C0

Norma V. Bowen

Norma Bowen, a member of the University of Guelph faculty for 20 years and a former Chair of the CAUT Status of Women Committee, died on March 16 after a lengthy illness.

Dr. Bowen was born in Trinidad to a family of fourteen children. Her early education was in that country before she came to Canada in 1956 where she completed B.A. and M.A. degrees at the University of Toronto and a Ph.D. at the University of Waterloo in 1966 in Psychology.

She joined the Department of Psychology at the University of Guelph in 1966 as one of its founding members and quickly assumed a role that was to be prominent throughout her academic career — a role in which she showed a continuing and deep-rooted concern with the quality of education and the educational environment provided to students. This was manifested by her interest in developing the undergraduate curriculum, her involvement with influential decision making bodies within the university and the Canadian university community at large, the care with which she developed her course materials and her willingness to spend time with students.

Dr. Bowen made significant contributions to the university community in carrying out this role. She served as member and chair of a number of committees at the University of Guelph.

She was President of the University of Guelph Faculty Association from 1972 to 1973 and, in 1974, went on to Chair the Ontario Confederation of University Faculty Associations. She was also a member of the Ontario Council for University Affairs.

In 1977 Dr. Bowen was invited to Guyana as a consultant to the Ministry of Education, Social Development and Culture. While there, she prepared several reports and position papers on problems to cultural and social aspects of learning in young children and provided advice on the setting of national educational goals.

Dr. Bowen was also an advocate and leading spokesperson for equal opportunity for women within the university community and was invited to become a member of the sub-committee on the Status of Women for the Canadian Commission for UNESCO. In 1975 she chaired a committee and co-authored a report on the status of women at the University of Guelph and played an active role in the founding of the Women's Studies Program. In 1978-79, she served as Chair of the CAUT Status of Women Committee. In 1980 her work in this area was further recognized when she became a director of the Canadian Research Institute for the Advancement of Women.

Dr. Bowen is survived by a son Blair, a lawyer, and a daughter, Beverly, a journalist, both of Toronto.

A memorial scholarship fund has been established in her name at the University of Guelph, to which donations may be sent care of The Department of Psychology.

TOM McDONALD

Copyright revision debate favours creators

by Bernard Katz

Bernard Katz is the Head of the Humanities and Social Science Division of the University of Guelph Library. The views he expresses in this article are his own and not necessarily those of the CAUT.

The eleventh hour is about to strike for those who have been following the perambulations of copyright revision in Canada over the past decade. Marcel Masse and Michel Côté, respectively the Ministers of Communications and of Consumer and Corporate Affairs, tabled in the House of Commons on February 7 the *Government response to the Report of the Sub-Committee on the Revision of Copyright*. Legislation is being drafted now, and the bill most likely will be presented for first reading in the early fall.

A close review of copyright revision activities over these ten years yields an interesting pattern that helps to identify some of the sources of policy direction and sets up an historical perspective on the main issues. The major revision of the U.S. Copyright Act in 1976 (effective January 1, 1978), initiated a wider concern and interest in the antiquated Canadian Act of 1924. For many librarians and faculty this interest first focused on *Copyright in Canada; proposals for a revision of the law*, by A.A. Keyes and C. Brunet, issued by Consumer and Corporate Affairs (C.& C.A.) in April, 1977. It generated much discussion and debate (some 120 briefs were written in response). As it represented only the authors' opinions and not those of government, interested parties could not be certain of the government's view, especially since the promised public hearings never took place.

The CAUT appeared before the Sub-committee on the Revision of Copyright in June 1985. The brief it presented was generally supportive of creator rights. The Association reacted favourably to the Sub-committee's report, *A Charter of rights for creators*. The issue of copyright will be on the agenda of the CAUT Board of Directors when it next meets in June.

Keyes and Brunet, then consultants to C.& C.A., sought "to identify the point where...a balance is reached" between "the public's 'right of access' to information" and "the recognition of creators' rights" (1). This struggle between the rights of copyright owners and the extent to which such intellectual property rights ought to be limited for the greater public good still continues to vex copyright revision. On the whole, Keyes and Brunet greatly favoured strengthening the owners' rights at the expense of users' rights — a so-called "balance" that unfortunately has become more and more entrenched over the intervening years.

Between 1978 and 1983, C. & C.A. commissioned some 16 studies of various aspects of copyright law and its effects on Canadian culture, the communications industries and the economy. Fourteen of these were published in the *Copyright revision studies* series. From almost the beginning of this period, major Canadian cultural forces favoured — indeed, were strongly lobbying for — a shift in the focus of copyright responsibility away from C. & C.A. to the Department of the Secretary of State, where A.A. Keyes had moved as a "policy advisor" on copyright matters, and where creators' and owners' rights seemed to receive a warmer welcome and a greater concern for more immediate action. By 1980/81, lobbying activists sought to move copyright responsibilities to the Department of Communications under Francis Fox, who headed both Secretary of State and D.O.C. (a powerful combination), and where Keyes was now "research director" of D.O.C.'s Copyright Branch" (2). Ultimately, this was successful. Although C. & C.A. is still involved, particularly in the area of computers and software, it is Minister Masse who has the principal responsibility for the new Act.

Indeed, pressures were being applied on several fronts. For example, a major lobby of members of parliament was launched by the Canadian Copyright Institute (C.C.I.), an organization whose corporate voting membership consists of the country's book, periodical and media publishers', producers' and distributors' associations, together with the various associations of artists, poets, translators and writers (3).

In February, 1984 a letter was sent to all college and university presidents warning them about "the increasing number of Copyright infringements (sic) at universities and colleges across the country." At the same time, a letter went to the chief librarians of all academic libraries in Canada expressing serious concerns and warning them about photocopying for their reserve collections. Both letters were sent under the letterhead of the Canadian Book Publishers' Council and were co-signed by the C.C.I. and six other associations of publishers, distributors and authors (4).

At last, in the spring of 1984, the Trudeau government tabled *From Gutenberg to Telidon; a white paper on copyright*, under the joint responsibility of C. & C.A. and Communications, who had formally declared their collaboration in 1981 and had engaged in major consultation with a variety of government and civil service colleagues, including librarians. Yet, while Judy Erola, Minister of C. & C.A., announced the tabling and explained the government's general objectives for revision, Francis Fox issued his own press release in which he declared his government's intention "to foster a climate in which creativity will flourish, by ensuring that individual creators are fairly rewarded for the fruits of their labour...(and this) will provide new rights that will enable creators to exploit their works through the modern media" (5). The Minister also issued a longer document, *Copyright and the cultural community*, in which he expanded on these themes.

Even though the rights of users seemed to be receiving but little consideration, *Gutenberg* actually struck a not unreasonable balance between the rights of creators and the consumers of copyright materials. Both the Canadian Library Association (C.L.A.) and the Ontario Library Association (O.L.A.), for example, agreed with most recommendations. Nevertheless, these associations scheduled extensive programmes on copyright as part of their 1984 conferences, and expressed major concerns around issues such as fair dealing/fair use, photocopying in libraries, crown copyright, and the formation, regulation and administration of copyright societies or collectives (6). The white paper ultimately elicited more than twice as many briefs and responses than did the Keyes-Brunet "yellow" paper; however, the fall election produced a change of government, which meant that *Gutenberg* was a dead document. Revision would not proceed until the Conservative government tabled a position paper that could then be referred to the Standing Committee on Communications and Culture of the House of Commons.

Both internal and external pressures soon mounted. A spokesperson from C. & C.A. indicated that draft legislation based on *Gutenberg* "was already being prepared" and stated "that we remain confident that legislation will eventually be implemented along the lines that the White Paper (sic) suggests" (7).

Michael Wilson, the new Minister of Finance, issued his economic statement, *A new direction for Canada; an agenda for economic renewal*, on November 8, 1984, in which he briefly expressed concerns "for the vitality of our cultural and computer service industries" and for the outdated *Copyright Act*, which had been "overtaken by new technologies" and was now presenting "a real obstacle to economic growth". He noted the need for "a broad-based update...to create an appropriate and balanced copyright environment," and concluded with the rather lower keyed statement that, "Much preparatory work has already been done and extensive consultation will continue" (8).

Almost one month later, the *Globe and Mail* took the extraordinary step of publishing a 17-column inch lead editorial, followed the next day by another 17-column inch editorial, reviewing the urgent need for copyright revision and discussing selected aspects of *Gutenberg* (9).

Early in the new year, some three weeks after the Christmas break, the government responded by re-tabling the previous government's white paper (i.e. *Gutenberg*). This was a most unusual decision, and later was noted as such by the Minister of Communications when he appeared before the Sub-committee on the Revision of Copyright, as their very first witness on May 9, 1985. Minister Masse also made clear his strong personal commitment to early revision of copyright ("one of my highest priorities") and to a pro-creator viewpoint ("first and foremost protect the products of creativity") (10).

The Sub-committee had set a deadline of March 15 for the submission of briefs, since they were required to present their final report by May 24. In April, this latter date was extended to September 30, 1985, after the Sub-committee had already extended the former date for briefs by one month, due to the startling number of submissions being received daily during the second week of March (11).

Hearings before the Sub-committee took place during May and June, in Ottawa, Toronto and Montreal. Well over 100 individuals and groups were specifically invited to appear, and indeed the Sub-committee heard over 100 presentations, involving more than 200 witnesses. The vast majority represented creators, publishers and distributors of copyright material, and other copyright owners. In the minority were librarians, educators, archivists, researchers, and those generally representing users of copyright material.

By the fall it became clear that the final report would be late, and the deadline was extended to October 15, 1985. On October 10, *A charter of rights for creators* was tabled in the House at 11 a.m.,

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Bernard Katz est chef de la division des sciences humaines de la bibliothèque de l'Université de Guelph. Dans son article, M. Katz lance un avertissement. A son avis, la "onzième heure" est à la veille de sonner pour ceux qui ont suivi l'évolution de la révision des droits d'auteur au Canada au cours des dix dernières années. Il prétend que depuis les audiences du Sous-comité sur la révision du droit d'auteur du gouvernement fédéral, tenues en mai et en juin 1985, le débat s'est resserré autour des droits des créateurs par opposition à ceux des utilisateurs de matériel détenant des droits d'auteur. Ainsi, le sous-comité a écouté plus de 100 mémoires dont la plupart étaient présentés par des créateurs, des éditeurs et des distributeurs de matériel détenant des droits d'auteur de même que d'autres détenteurs de droits d'auteur. Selon M. Katz, la minorité était composée de bibliothécaires, d'éducateurs, d'archivistes, de chercheurs et de représentants d'utilisateurs de matériel détenant des droits d'auteur.

Le sous-comité a déposé son rapport, intitulé Une charte des droits des créateurs et créatrices, à la Chambre des communes en octobre; de ses 137 recommandations, presque toutes appuient les arguments des créateurs. Le rapport s'est mérité un fort soutien de la part du gouvernement. M. Katz poursuit en décrivant les efforts de l'Association canadienne de bibliothèques, dont il est membre, et de l'Association des bibliothèques de l'Ontario pour créer un meilleur équilibre entre les droits des créateurs et ceux des utilisateurs dans les délibérations du gouvernement et les décisions qu'il prendra à ce sujet. Il recommande fortement d'appuyer la position de l'ACB avant que le projet de loi ne soit déposé à la Chambre des communes, probablement l'automne prochain.

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followed by a press conference and reception, to which all of the witnesses had been personally invited (12). The title of the report was very indicative of the tenor of almost all of its 137 recommendations, although one Sub-committee member, in her three-page dissenting opinion, noted "serious reservations or objections" to certain recommendations. She found an underlying

> general shift in understanding as to what copyright is intended to do, whom it should serve. The old model of copyright was the individual, and often impoverished, poet, playwright, author, composer or painter. The new model is the cultural enterprise, including large and highly profitable corporations...(13)

The general reaction among those who were thought of as representing users of copyright materials was one of dismay. Almost all of the recommendations had been unanimously endorsed by all five members of the Sub-committee (three Conservatives, one Liberal and one New Democrat). The next question was, how would the government respond to the *Charter*?

Information was circulating that Minister Masse was pressing hard for an early place on the Cabinet agenda and for first reading of a bill by early spring. In the meantime, a small drafting team within C.L.A.'s Copyright Committee was busy preparing the draft of yet another brief. Letters went out to the government from the Presidents of O.L.A. and C.L.A. objecting to the denial of an exception for media transfer from print to tape of material for the visually handicapped, and alerting the Ministers of C. & C.A. and Communications (with copies to the Prime Minister, etc.) that further serious objections to the Charter were being prepared in detail. The idea of a joint C.L.A. — O.L.A. brief that could be endorsed by other like-minded organizations, such as A.U.C.C., C.A.R.L. and C.A.U.T. was being discussed and acted upon. At the same time, it was clear that representations from creators' rights groups were also taking action designed to strengthen their position with the impending government response document (14).

Finally, on February 7, 1986, the two ministers jointly tabled the *Government response to the Report of the sub-committee on the Revision of Copyright*. Revision of the Act was declared to be "one of our Government's highest priorities," and Parliament was told that "the Government generally endorses...the legal recognition of the exclusive right of a creator to determine the use of a work and to share in the benefits produced by that use" (15).

Of the *Charter's* 137 recommendations, many were accepted outright, while still more were accepted "in principle". Some others, a minority, were "partly" accepted, had the "merit" of their objectives recognized, or were agreed to "generally".

Clearly, the Government left the door at least partially open in some areas, and seemed prepared to take additional counsel from all sides in the argument. The question of an exception for the handicapped is a case in point. Heavy input from many user groups following the tabling of the *Charter* persuaded the Government to accept its recommendations (no. 87) for a compulsory licence, but to reject out of hand any "obligation to pay royalties" (16).

The C.L.A. Copyright Committee's drafting team completed a working draft in February, following the tabling of the *Government response*. An earlier, but almost identical draft, had already been endorsed in principle by the O.L.A. Council during its January, 1986 meeting. The latest draft has been circulated to all members of both the 1984/85 and 1985/86 C.L.A. Copyright Committee and Task Force, and to a large number of sister organizations across Canada. Suggestions for further revisions will be taken into consideration with a view to producing a final draft document for the C.L.A. Council in late March. The following summarizes areas that call for immediate and substantial comment and challenge:

1. The introduction of a new copyright in the edition, separate from and in addition to the text copyright, running for 25 years from the date of publication. This will effectively and unreasonably 'lock up' any works that are in the public domain just because a publisher has merely reprinted them from an older edition, without even having added new material or re-edited the text.

2. The introduction of a new exhibition right for artistic works, together with the inclusion of maps, charts and plans as artistic works. This will force libraries owning such works to negotiate payments to copyright holders in order merely to exhibit them in public!

3. The possible elimination of the right of libraries to import any edition of any work at any time in order to provide scholars with access to all editions of a work.

4. The continued absence of 'third-party' copying rights for library and archival staff who make copies on behalf of end-users, such as students and faculty (either directly or via Inter-Library Loan), and the lack of library non-liability provisions when unsupervised coin operated photocopiers are used to produce illegal copies.

5. The *Charter's* total rejection of the *Gutenberg* proposal for a "fair use" clause in substitution for the present and more ambiguous "fair dealing" clause, thus doing away with the possibility of making even *one* copy of a journal article for a teacher or student, or to place on reserve in a library; and the further narrowing of the conditions to which fair dealing is applicable to private study and *private* research.

6. The severely narrow and limited educational exemptions proposed, which totally exclude any possible exceptions for print or A-V materials for limited classroom or library-reserve multiple copying, as does exist in the 1976 U.S. law.

7. The extension of a rental right far beyond the original recommendations in *Gutenberg*.

8. And the extremely *laissez faire* approach taken to the formation, regulation and administration of copyright societies, or collectives, and their relationship to users of copyright materials, potentially leaving users to deal with many many collectives as well as those "maverick" owners, who refuse to join any society.

On the other hand, there are several very acceptable recommendations and responses that require a strong endorsement, because of the very active lobbying effort being directed against them by the copyright owners' groups (17).

C.L.A. is hoping for a strong show of support for this brief through co-sponsorship or endorsement, in order to present a solid unified approach to government. The optimal choice for success in influencing a new act is *before* the bill is tabled in the House for first reading. The best information now available indicates that this will take place most likely in the early fall. Readers are urged to contact C.L.A., obtain a copy of the brief, and quickly to write to Ministers Masse, Côté and to Prime Minister Mulroney endorsing it in the strongest terms possible. Letters to provincial ministers of education, culture, colleges and universities, etc. will also be effective, since the impact of federal copyright legislation will be felt right down the line of government organizations.

Discussing the issues raised in the brief with local members of parliament is yet one more very important side to this effort. All avenues must be exploited to the full. Rest assured that those who desire a charter of rights for owners of copyright (not, in fact, necessarily the creators of copyrighted works) will leave nothing to chance in their quest for a totally "creator-oriented and supportive copyright act" (18). The eleventh hour is about to strike.

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(2) See, for example, D. Pullan Wilson, "Copyright talks on collision course", in *Quill & Quire*, 45 (December, 1979): 1,9; J. Lorimer, "Cultural Politics," in *Quill & Quire*, 46 (January, 1980): 14; B. Torno, "False alarm over copyright," in *Quill & Quire*, 46 (March, 1980): 2,4; and replies by E. Woods (Writers' Union of Canada), D. Bond (Assistant Deputy Minister, Bureau of Corporate Affairs, C.& C.A.), and J. Lorimer (publisher, *Quill & Quire* columnist, library trustee), in *Quill & Quire*, 46 (April, 1980): 14-15. See also F. Blazer, "An epic battle over the rights to culture," in *Maclean's*, 94 (October 12, 1981): 51-3.

(3) From May, 1980 to June, 1982, the C.C.I. issued seven four-to-six-page "newsletters" giving the copyright owners' viewpoint on various aspects of copyright law. These were specifically addressed to parliamentarians, but were also made available to other interested parties, including librarians.

(4) Letters were also supposed to be sent out to "bookstore managers, print shop managers, deans, and members of faculty associations...seeking their support in halting the growth of illegally copied (and sold) material." But I have failed to locate any copies. See "Publishers warn of copyright violation," in *Quill & Quire*, 49 (December, 1983): 22.

(5) F. Fox, *Notes for a statement...on the Government of Canada's proposals for revision of the Copyright Law* (Ottawa: Information Services, Department of Communications, May 2, 1984), p. 1.

(6) Canadian Library Association, *Brief to the Sub-committee on the Revision of Copyright* (Ottawa: C.L.A. March, 1985), 9 p.; Ontario Library Association, *Brief submitted to the Parliamentary Standing Committee on Communications and Culture* (Toronto: O.L.A., February, 1985), 9 p.

(7) J. Wesion, "Revision of copyright law expected to move ahead," in *University affairs*, 25 (November, 1984): 8.

(8) M.H. Wilson, *A new direction for Canada: an agenda for economic renewal* (Ottawa: Department of Finance Canada, November 8, 1984), p. 56. This appears in only two out of four short paragraphs under the rubric of "Directions for Change: Framework Policies," in section 7, "Economic Regulation and Intervention," of part IV, "A Strategy for Economic Renewal."

(9) "Copyright cobwebs (1) [and] (2)", in *The Globe and Mail* (Monday, December 3, and Tuesday, December 4, 1984), editorial page.

(10) House of Commons. *Minutes of proceedings and evidence of the Sub-committee of the Standing Committee on Communications and Culture on the Revision of Copyright, respecting: From Gutenberg to Telidon*, no 1. (from February 12 to May 9, 1985): 26-27; *Ibid.*: 20,31.

(11) Telephone communication on March 14, 1985, between R. Dupuis, Clerk of the Sub-committee, and E. Pearson, Associate Librarian, University of Guelph Library. M. Dupuis noted that his office was then receiving about 20-25 briefs per day, compared with the earlier rate of 20-25 per week.

(12) House of Commons. *A charter of rights for creators; report of the Sub-committee on the Revision of Copyright, Standing Committee on Communication and Culture* (Ottawa, October, 1985), xii, 136p. Issued as no. 27 of its *Minutes of proceedings and evidence* (from June 27 to September 24, 1985). Witnesses all received a letter from Richard Dupuis, Clerk dated October 3, 1985.

(13) L. McDonald, M.P., "Dissenting opinion," *Ibid*, p.99.

(14) For example, the Canadian Copyright Institute resurrected its four-page "newsletters" in September, 1985, and in November issued no. 9, specifically aimed at the *Charter*. See (3) *supra*. It is also worth noting that the Canadian Book Publishers' Council sent yet another letter of warning to university and college presidents across Canada in September, reminding them of the earlier letter (see (4) *supra*) and asking them to share C.B.P.C.'s "continuing concern" for "the seriousness of copyright violations," based on "our continuing monitoring of the situation."

(15) Government of Canada. *Government response to the Report of the Sub-committee on the Revision of Copyright* (Ottawa, February, 1986), 3, 18p. *Ibid.*, p.3.

(16) *Ibid.*, p.13. The *Charter's* suggestion of a compulsory licence was in itself a most unexpected move, and must have represented a compromise within the Sub-committee, given its strong bias against such licenees. See *Charter*, p.22, 67.

(17) B. Katz, "Copyright — the eleventh hour," in *Input*, 7 (March, 1986): 3-4.

(18) Canadian Copyright Institute. *(Newsletters)...regarding a new Copyright Act*, no. 9 (November, 1985): 1. It is significant to note that the position of the scholarly community of creators has not been recognized by the C.C.I. or other "creator-oriented" groups. The *Charter*, p.21-22 acknowledges the significant differences inherent in the former group, yet shrugs off the major implications to their creative work by resorting to an argument for consistency and by expressing a faint hope for lower "licencing fees charged by collectives for the reproduction of such works."

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La puce à l'oreille

par Eric Devlin

Les États généraux sur la qualité de l'éducation

Début avril, six mille professeurs, directeurs d'écoles, parents, commissaires et cadres scolaires se réunissaient à Montréal pour établir un bilan des vingt ans du système d'éducation québécois et apporter des remèdes à ce réseau public qui subit une hémorragie de ces effectifs au profit des écoles privées.

Ces trois jours des États généraux sur la qualité de l'éducation ont été qualifiés de vaste opération de relation publique pour redorer le blason d'un système d'enseignement terni par les conflits syndicaux, les changement quinquennaux des programmes-cadres imposés par le ministère de l'Éducation, les luttes de pouvoir menées par les commissaires qui s'accrochent à la Constitution de 1867 pour empêcher toutes réformes pouvant donner plus de pouvoir aux parents.

Et comme si le système n'avait pas assez été discrédité par des reportages incendiaires, le journal La Presse publiait, à la veille des États généraux, les résultats d'un examen où les jeunes Québécois de sixième année se classaient au dernier rang, derrière les élèves français, belges et suisses. Seul point de consolation: en composition, les Québécois ont fait preuve de plus d'imagination, mais cela n'efface pas le fait qu'ils sont arrivés bons derniers dans les épreuves de mathématiques, connaissances générales et dictée.

Back to basics

Ce constat d'échec de l'école publique est le même pour toutes les sociétés industrialisées. «Depuis l'Union Soviétique jusqu'aux États-Unis, en passant par l'Angleterre, l'Italie, le Japon et la France, l'École avec un grand E est à l'heure des bilans, pour ne pas dire à l'heure des règlements de comptes, explique Antoine Baby de la Faculté des sciences de l'Éducation de l'Université Laval. Nos voisins du sud ont sans doute été les premiers à accrocher le grelot. Depuis 1980, plusieurs rapports majeurs sur la qualité de l'éducation ont été publiés dont le plus connu est sans doute celui intitulé *A Nation at Risk*».

Antoine Baby craint justement cette nostalgie de ceux qui ont fait leur apprentissage dans l'austérité des collèges classiques et qui prônent une nouvelle réforme faisant fi des acquis des vingt dernières années. «Se pourrait-il que notre imagination collective soit à ce point pauvre et notre capacité de tirer profit de nos expériences passées soit à ce point faible que nous n'arrivions pas à concevoir le mouvement de l'histoire autrement que comme le mouvement du balancier?» se demande-t-il.

Les trois consensus

Lors de la clôture de ces États généraux, les organisateurs ont établi un consensus autour de trois points: stabilité, formation de base et participation des partenaires. Mais déjà au cours de la dernière table ronde, on sentait naître différentes interprétations de ces consensus parmi les représentants du comité organisateur. Stabilité signifie-t-elle stagnation ou équilibre? Formation de base implique-t-elle l'abandon de certaines matières et dans l'affirmative, lesquelles? À moins que formation de base ne soit synonyme de rigueur?

Et que dire du dernier point "participation des partenaires". Personne n'a trouvé paradoxal qu'il ait fallu attendre vingt ans pour que parents, enseignants et administrateurs scolaires se réunissent autour de la même table et entament le dialogue.

Vers une idéologie conservatrice

Même si les trois points de ce consensus ont fait l'objet de différentes interprétations, les participants à la table ronde de clôture se réjouissaient que le retour du balancier n'ait pas vraiment eu lieu. Néanmoins une idéologie plus conservatrice s'est manifestée en quelques occasions.

Marc Garneau, notre astronaute national qui avait l'honneur de prononcer l'allocution d'ouverture, a questionné la pertinence d'entretenir des départements de géographie ou de littérature d'où ne sortent que des chômeurs instruits.

Il s'est attaqué également aux programmes d'intégration des handicapés dans le système scolaire et aux efforts consacrés aux enfants en difficulté d'apprentissage. «C'est faire preuve d'une charité illusoire que d'affecter une portion toujours croissante du budget de l'éducation à des groupes minoritaires» a-t-déclaré. «Nous devons réserver la part du lion au groupe qui est le plus susceptible de nous rembourser notre investissement en occupant des emplois rémunérateurs et en contribuant à l'enrichessement de notre pays, c'est à dire à ceux qui forment la majorité».

Pour sa part, le ministre de l'Éducation Claude Ryan a incité l'école publique à s'orienter vers des créneaux d'excellence et à accepter la concurrence de l'école privée, secteur qu'il n'entend pas ignorer, contrairement au précédent gouvernement.

Beaucoup d'absents

Bien que dans de 100 000 élèves la fréquentent, l'école privée n'était pas invitée à ces États généraux sur la qualité de l'éducation.

Les institutions postsecondaires étaient également absentes. Pourtant, périodiquement, les universités soulignent les lacunes des diplômés des cegeps qui en rejettent la faute sur le système secondaire. À son tour, l'école secondaire se dit obligée de faire du rattrapage quand les étudiants qui sortent du primaire ne savent pas écrire. Le débat sur la continuité de l'enseignement d'un palier à l'autre n'a donc pas eu lieu.

Sur les six mille participants, il n'y avait que 178 étudiants. Plusieurs d'entre eux n'avaient été invités qu'une dizaine de jours avant l'événement. Pourtant ils se sont affirmés comme les plus critiques face au système au sein des ateliers.

Cette attitude des jeunes se retrouve également dans un sondage Sorécom commandé par le Comité des États généraux et rendu public en janvier. 70% des étudiants des cegeps et universités interrogés croient que, compte tenu de ce qu'il coûte, le système d'éducation pourrait obtenir de meilleurs résultats. Ce taux n'est que de 58% pour l'ensemble des répondants.

Dans son rapport annuel, le Conseil supérieur de l'éducation confirme cette perception des jeunes. «Les élèves du secondaire considèrent généralement leurs études comme faciles ou très faciles. Les étudiants de collèges et d'universités se prononcent encore plus fermement dans ce sens sur leurs cours secondaire», peut-on lire dans son rapport intitulé *Apprendre pour de vrai*.

En atelier, les jeunes se sont dits satisfaits du système d'éducation et de leurs professeurs. Ils ont souligné le rôle primordial du professeur dans leur motivation. C'est pourquoi plusieurs se sont plaints de la clause "bumping" qui permet à un enseignant mis en disponibilité de déloger un collègue ayant moins d'ancienneté, même si la matière à enseigner ne lui est pas familière. Plusieurs étudiants ont témoigné de certaines aberrations comme ce professeur d'anglais obligé d'enseigner la physique en secondaire V.

L'évaluation a fait également l'objet de critiques. Les étudiants ne trouvent guère stimulant la normalisation des notes imposée par le ministère de l'Éducation pour éviter les taux d'échec trop élevés. Ce système ne favorise pas les étudiants plus forts qui voient leurs notes diminuées. Les étudiants plus faibles s'en plaignent également car ils savent bien que, tôt ou tard, leurs faiblesses académiques resurgiront. «On a perdu le sens d'apprendre et on l'a remplacé par le sens de passer, disait l'un deux. Je ne sais pas écrire, mais je passe pareil».

Commentaire

Le rapport Lacroix: une portée plus que locale

par Jacques Charest

M. Charest est professeur au Département d'administration et d'économique à l'Université du Québec à Trois-Rivières.

Depuis quelques mois plusieurs journaux ont publié des articles sur le rapport Lacroix — ce rapport traite du rendement des professeurs de l'Université de Montréal. Et, semble-t-il, ceux-ci n'ont pas laissé le milieu universitaire indifférent. On en veut pour preuve les diverses réactions qui ont cours à l'université ces temps-ci et qui s'y rapportent.

À celles-ci, j'aimerais maintenant joindre la mienne en osant croire qu'elle viendra bien humblement les compléter.

D'abord, sur le rapport Lacroix lui-même, étant donné que je n'y ai pas eu accès, je ne peux faire de commentaires valables sauf celui-ci: il va sans dire qu'on va, en toute probabilité, y avoir recours un jour, en certains milieux, quelque soit son contenu réel, dans le but de justifier certaines mesures administratives visant présumément à accroître le rendement des professeurs de l'université de Montréal.

Prof. Charest's article deals with the evaluation performance of university professors and in particular responds to the Lacroix report which was made public last fall at the University of Montreal.

Ensuite, j'aimerais faire remarquer que le rapport Lacroix est susceptible d'avoir une portée plus que locale. On peut facilement imaginer que certaines gens en autorité dans le réseau universitaire québécois voudront bien, en temps utile soi-disant, y voir une mesure juste du rendement des professeurs de leur propre institution.

Ces premiers commentaires suggèrent qu'il importe que dès maintenant les universitaires — et non pas les seuls professeurs — conjuguent leurs efforts dans une action dont l'objectif serait d'empêcher qu'un tel rapport produise des effets qui iraient au-delà de ce que sa valeur relative autorise.

En premier lieu, une telle action devrait tenir compte des trois critères opérationnels suivants, lesquels critères serviraient à évaluer quelque mesure administrative que ce soit qui serait inspirée par ce rapport ou tout rapport du même genre:

- De nos jours, la tâche d'enseignement des professeurs d'université constitue une forme de recherche importante compte tenu du fait que les champs de connaissance, dont ils s'occupent sont continuellement chambardés et cela à un rythme de plus en plus rapide. Au fond, cela revient à dire que leur enseignement devient presque de la recherche-action d'ordre pédagogique, s'il faut qualifier ici la recherche dont il est question.
- Aussi, compte tenu du fait que nos universités ont grandi à un rythme considérable depuis plus de vingt ans, le corps professoral comprend encore une certaine proportion de membres qui ont été recrutés pour essentiellement mettre sur pied des programmes de baccalauréat. Souvent, ces membres n'avaient pas la formation nécessaire pour faire de la recherche comme on l'entend habituellement dans le milieu universitaire. À l'époque, on ne leur en faisait pas le reproche. L'université ne peut donc aujourd'hui renier les gens qui l'ont bien servie en ayant surtout à l'esprit la mission d'enseignement qui leur était confiée.
- La production de publications par les professeurs a été limitée dans le passé en grande partie parce que les revues qui en font état ne retiennent, à proprement parler, que les articles dont le contenu respecte un cadre conceptuel unique et fort rigide, à savoir celui de la recherche conventionnelle.

En deuxième lieu, une telle action pourrait tenter de faire comprendre à tous les universitaires qu'ils doivent s'entendre sur le concept de rendement.

À cause du fait que le système de production est le type d'organisation sociale apparemment dominant dans la société environnante, on pourrait avoir tendance, même à l'université, à se référer inconsidérément aux principes dont on se sert pour gouverner ledit système. Il est donc important que les universitaires se prémunissent contre cette tendance afin de constamment éviter de donner au terme de rendement un sens qui se rapprocherait de celui qui concerne le système de production.

Dans tout travail, l'incertitude grandit quant à la possibilité d'arriver à des résultats lorsqu'on s'éloigne d'un système de production pour se rapprocher d'un système comme celui de l'université.

Par exemple, à partir du moment où un système de production est en opération, il est pratiquement certain qu'un produit fini bien déterminé va en sortir. De plus, le système de production en question, de par sa nature, a la faculté de réduire l'incertitude qui affecte sa planification et son contrôle, facilitant ainsi sa gestion.

Il en est tout autrement quand l'université est le système considéré. Sa mission primordiale vise des transformations successives de la conscience de ses participants. L'incertitude qui affecte les transformations de ceux-ci, en l'occurrence les professeurs (et aussi les étudiants sans doute), est alors à peine définissable. Quel genre de gestion doit alors s'y exercer? Comment une administration, quelle qu'elle soit, peut-elle prétendre planifier les transformations de la conscience des professeurs quand ceux-ci peuvent à peine en prédire l'issue. Et le contrôle qui s'ensuit? Que peut-il rapporter, lui?

Juste ceci: il semble que, dans une institution donnée, certains professeurs s'adonnent à une forme de recherche reconnue et qu'ils obtiennent des résultats dont on peut difficilement préciser la valeur dans un bon nombre de cas, quelque soit la quantité d'articles ou de livres produits. Car ces derniers, les articles et les livres, ne sont que les *pâles reflets* des transformations que les professeurs se sont eux-mêmes imposées.

En conséquence, toute compilation statistique sur le rendement des professeurs

Voir RAPPORT/23

Universities not on government's priority list

by Ron Levesque
CAUT Associate
Executive Secretary

Underfunding and its results have for some time now been a fact of life at Canadian universities. A quick trip around almost any campus in the country tells the story. Overcrowded classrooms, antiquated equipment, deteriorating buildings assault the viewer at every turn.

There are a number of ways by which one can assess in quantitative terms the decline in funding of our universities. One can compare the percentage of GNP devoted to universities in the early 1970's to that in the 1980's. Alternatively, comparisons can be made with the funding per student over time.

But more important than assessing the current extent of the damage is the realization that such an assessment brings: governments at both the provincial and federal levels place a very low priority on higher education in Canada. And the long-term implications of this are shattering.

Governments, despite fine words during elections, no longer view the universities as a major policy priority. Even with inflation, Canada has experienced economic growth and governments have increased spending for some projects and reduced them for others. They have spent money on buying oil company stocks, on building Mirabel airport, and on bailing out failed banks. As well, governments have wasted billions of dollars providing tax incentives for business; the Nielsen Report criticized this use of government resources.

The problem is not the lack of money. The plain fact is that every government makes funding choices. Money is always available for pet projects or for projects that will result in statistics showing how dynamic and progressive government has been. Unfortunately, investments in research and university education do not produce regular monthly or even annual statistics that have political appeal. Providing money for education has no short-term pay-off for Canadian political leaders.

In other countries, however, politicians seem to accept the fact that there can be other goals besides continued political power. In an age when information analysis is beginning to replace the importance of traditional production methods, these leaders appear to recognize that investments in people and research are important for the social and economic well-being of the country. When the funding map of the U.S. is compared to that of Canada, we find that some 36 American states have provided increased funding for universities at rates higher than in any Canadian province in the period 1983-84 to 1985-86. Some 22 states, including Alabama, Arkansas, Tennessee, California and Maine, have increased funding in the last two years at rates at least fifty percent higher than those found in any province.

This picture of better funding in the United States is reinforced by Graph 1. Even at less prominent universities, which are not well known to Canadians, public funding is generally higher than in Canada. Despite the positive support for higher education in the United States, Canadian governments are continuing to restrict university funding. It seems that American politicians may know something that ours do not.

The picture is much the same in the U.K. as Graph 2 indicates. In 1982-83, even though British universities were facing severe cuts in funding, university grants per student were several thousand dollars higher than in Canada.

The work of the Canadian sociologist John Porter showed that, prior to the reforms of the 1960's which saw a dramatic increase in the levels of university funding, Canadian politicians did not place a high value on higher education. The government's historic response to the need for new technologies or skills was to import them. This appeared to be an easier route to follow than to develop home-grown technologies or skills.

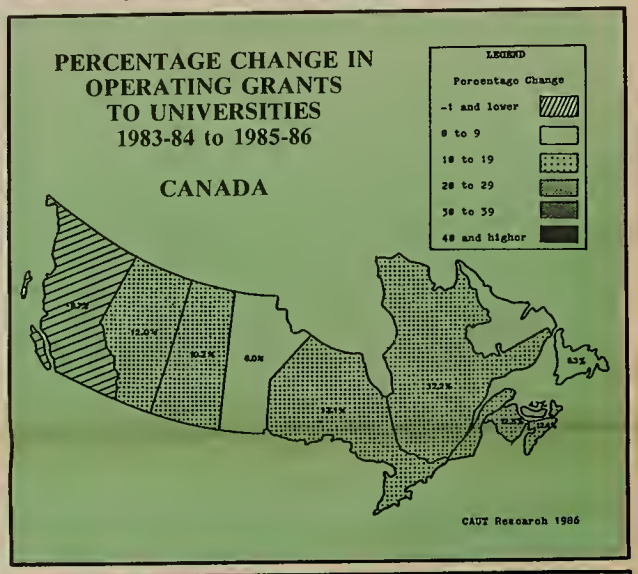
But the improvements in funding of the 1960's seemed to alter this historic pattern and the traditional attitudes of neglect toward higher education in this country were for a time largely forgotten.

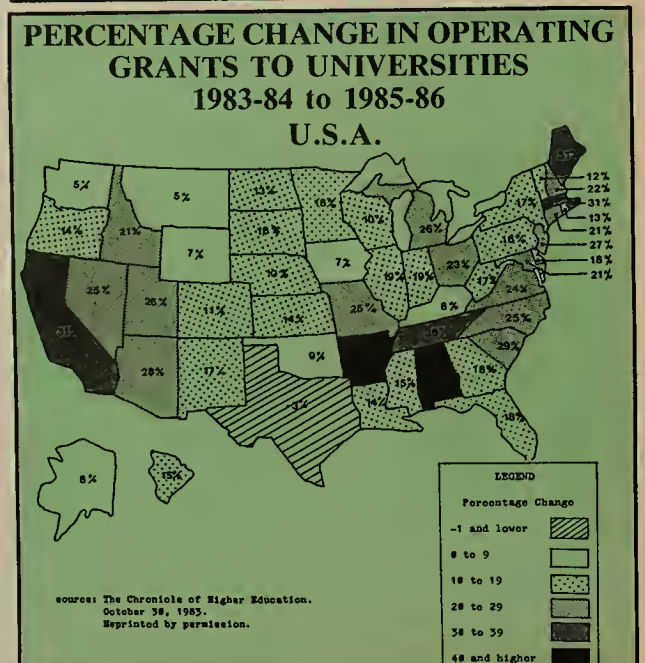
Now, however, after nearly a decade and a half of underfunding, we should perhaps revise our assessment of what has been happening. Underfunding may not be simply a knee-jerk government response to spiralling inflation; it may be a reversion to type, a return to what comes naturally to Canadian governments. Colonialism, anyone?

For several years, CAUT has pointed out that the current funding system for higher education in Canada, featuring the shared responsibility of the federal and provincial governments, actually encourages cuts in university funding. Since parties at both federal and provincial levels can cut funding and blame the other level of government, given the complexity of the current funding arrangement, no government has to bear any political responsibility for funding cuts.

In the period of deficit spending, both levels of government have a vested interest in the current system; this is why neither party is interested in serious negotiations on new funding arrangements. Yet until such negotiations are undertaken, there will be no financial stability for universities.

We will have to inflict some political costs on government leaders who wish to maintain the status quo. To this end CAUT will be encouraging other groups and organizations to increase the political costs by joining CAUT in a call for negotiations now, for a contract that prevents unilateral action by any of the signatories.




PERCENTAGE CHANGE IN OPERATING GRANTS TO UNIVERSITIES 1983-84 to 1985-86
U.S.A.
LEGEND
Percentage Change
-1 and lower
0 to 9
10 to 19
20 to 29
30 to 39
40 and higher
source: The Chronicle of Higher Education. October 30, 1985. Reprinted by permission.

UNIVERSITY OF OTTAWA
DEPARTMENT OF ENGLISH

Applications are invited for a tenured Associate Professorship in Mid-Nineteenth-Century American Literature (American Renaissance preferred), effective, July 1, 1987. Candidates must have a strong publication record. Deadline November 1, 1986. Send c.v., representative publications, and have three letters of reference forwarded to:

Frank M. Tierney
Chairman
Department of English
University of Ottawa
Ottawa, Canada
K1N 6N5

DALHOUSIE UNIVERSITY
SCHOOL OF NURSING
TENURE TRACK POSITION IN PSYCHIATRIC/MENTAL HEALTH NURSING

Full-time tenure track position available (subject to budget) in large metropolitan university with excellent affiliated clinical and research facilities. The School has both graduate and undergraduate programs with basic and post-RN streams. The position involves classroom and clinical teaching, mainly at the baccalaureate level, with some opportunity to work with graduate students. The successful candidate will have a Masters degree in psychiatric/mental health nursing, doctoral degree in a related field preferred. Clinical experience required. This position is available July 1, 1986. Deadline for applications: May 30, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit résumé with the names of three referees:

Phyllis Noerager Stern, DNSc, RN
Director, School of Nursing
Dalhousie University
Halifax, NS B3H 3J5

IN/PRINTS (Information was supplied by the publisher.)

WORKING LIVES: Vancouver 1886-1986, The Working Lives Collective, New Star Books, Vancouver, 1985. One hundred years of Vancouver's history is celebrated in this centennial volume containing 4 essays, 75 shorter articles and 100 black and white photographs. The book focuses on the 'ordinary' lives of Vancouver's working people; its Chinese, Greek and other ethnic communities, its unions, schools, grocery stores and families. "The good life could mean many things to Vancouver's citizens — a family's ability to help daughters and sons through high school or even university, a paid-up mortgage on the east side, a trip back to the 'old country'. Bad times were just as various...Despite moments of joy, opportunities for security and betterment were hard won and easily lost..."

Les universités ne sont plus une priorité?

par Ron Levesque
Secrétaire-général adjoints ACPU

On peut mesurer de différentes façons l'ampleur du sous-financement des universités. On peut, par exemple, comparer la part du PNB consacrée aux universités au début des années 1970 avec celle des années 1980. De même, on peut comparer le financement par étudiant au cours des années. Bien que le sous-financement imposé aux universités par les gouvernements soit quantifiable de diverses manières, l'envergure des pertes indique clairement que les gouvernements fédéral et provinciaux ont modifié qualitativement leurs priorités. Il suffit de visiter presque n'importe quel campus universitaire du Canada pour constater les détériorations causées par le sous-financement.

En dépit de leurs belles promesses électorales, les gouvernements ne considèrent plus les universités comme une priorité importante. Malgré l'inflation, le Canada connaît une croissance économique et les gouvernements ont augmenté leurs dépenses pour certains projets et les ont réduites pour d'autres. Ils ont consacré des fonds à l'achat d'actions de compagnies pétrolières, à la construction de l'aéroport Mirabel et au renflouement des investisseurs de banques en faillite. En outre, les gouvernements ont gaspillé des milliards de dollars en offrant aux entreprises des mesures d'encouragement fiscal. Le rapport Nielsen a critiqué cet emploi des ressources du gouvernement.

Le problème n'est pas un manque d'argent. La vérité est que chaque gouvernement choisit comment il investira son argent. Il dispose toujours de fonds pour ses projets préférés ou pour d'autres qui montreront, statistiques à l'appui, son dynamisme. Malheureusement, les investissements dans le domaine de la recherche et de l'enseignement universitaire ne produisent pas de statistiques mensuelles ou même annuelles ayant un intérêt politique. A court terme, le financement de l'éducation n'est pas rentable pour les dirigeants politiques canadiens.

Dans d'autres pays, cependant, les politiciens semblent reconnaître qu'il existe d'autres buts que le maintien au pouvoir. A une époque où l'analyse de l'information commence à remplacer les méthodes traditionnelles de production, ces dirigeants semblent reconnaître également l'importance, pour le bien-être social et économique d'un pays, d'investir dans la recherche et les ressources humaines.

Si l'on compare la carte du financement des universités des Etats-Unis à celle du Canada, nous constatons que 36 états américains ont haussé le financement des universités à des taux plus élevés que ne l'a fait aucune province canadienne de 1983-1984 à 1985-1986. Au cours des deux dernières années, 22 états, dont l'Alabama, l'Arkansas, le Tennessee, la Californie et le Maine, ont accru le financement universitaire à des taux au moins 50% plus élevés que n'importe quelle province.

Le graphique 1 illustre la supériorité du financement aux Etats-Unis. Même les universités moins connues des Canadiens reçoivent du gouvernement des subventions généralement plus élevées qu'au Canada. Malgré l'appui positif que réserve à l'enseignement postsecondaire le plus proche partenaire et concurrent commercial du Canada, les gouvernements canadiens continuent de restreindre les subventions aux universités. Il semble que les Américains n'ont pas la même compréhension des choses que nos politiciens.

La situation est sensiblement la même au Royaume-Uni comme en témoigne le graphique 2. En 1982-1983, les subventions par étudiant versées aux universités étaient de plusieurs milliers de dollars supérieures à celles du Canada même si elles avaient été considérablement réduites.

Les travaux de John Porter révèlent que l'enseignement supérieur avant les retormes des années 1960 n'avait pas une grande valeur aux yeux des politiciens canadiens. Historiquement, on importait les nouvelles technologies pour répondre aux besoins, ce qui était plus facile que de mettre au point ici des technologies ou de former des spécialistes. L'accroissement du financement de l'enseignement supérieur dans les années 1960 semblait permanent. On a oublié, dans une large mesure, les attitudes les plus traditionnelles envers l'enseignement post-secondaire.

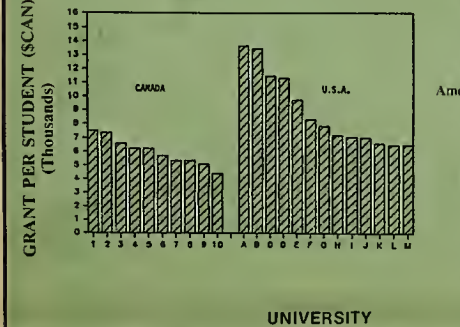
Or, après presque quinze ans de sous-financement, nous devrions peut-être, cependant, réviser notre évaluation des événements. Les sous-financement n'est peut-être pas uniquement une réaction spontanée à la spirale inflationniste; il s'agit peut-être d'un retour à de vieilles habitudes, des habitudes qui reviennent naturellement chez les gouvernements canadiens. Le colonialisme, ça vous dit quelque chose?

Depuis plusieurs années, l'ACPU fait remarquer que le système de financement actuel encourage les réductions de subventions aux universités. Puisque les parties, tant à l'échelle fédérale que provinciale, peuvent réduire les fonds et blâmer l'autre palier de gouvernement, et étant donné la complexité des accords actuels, aucun gouvernement n'a à assumer la responsabilité politique de ces compressions. En période de réduction des dépenses, les deux paliers de gouvernement ont un intérêt direct dans le système actuel. Tant que nous n'aurons pas négocié sérieusement, les universités de connaîtront pas de stabilité financière.

Nous devrons imposer certains coûts politiques aux dirigeants qui désirent maintenir le statu quo. A cette fin, l'ACPU encouragera d'autres groupes et organismes à accroître ces coûts politiques en se joignant à elle pour revendiquer des négociations immédiates afin de conclure une entente qui empêchera l'une des parties signataires à agir unilatéralement.

Graph/Graphique 1

GRANTS* PER STUDENT
FOR CANADA AND U.S.A.
1984-85



Canadian Universities
1 Alberta
2 Dalhousie
3 Memorial
4 Saskatchewan
5 UBC
6 Laval
7 Toronto
8 Manitoba
9 UNB
10 UPEI

American Universities
A Alabama
B California — L.A.
C Arkansas
D California — Berkeley
E Ohio
F Virginia
G Connecticut
H Arizona
I Tennessee
J Michigan — Ann Arbor
K Idaho
L Maryland
M Massachusetts

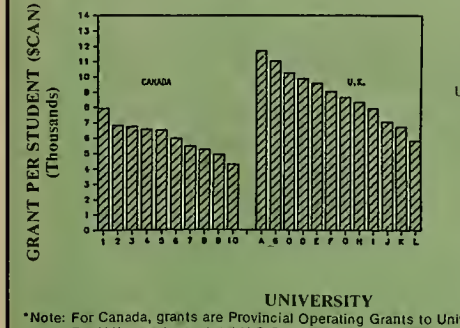
*Note: For Canada, grants are Provincial Operating Grants to Universities
For U.S.A., grants are State Appropriations for Universities.

Sources: For Canada:
Statistics Canada. Catalogue 81-204. Universities: Enrolment and Degrees. 1983-84. Tables 5 and 6. CAUBO. Financial Statistics of Universities and Colleges. 1984-85.

For U.S.A.:
Office of Education Research and Improvement. Centre for Statistics. Enrotment Survey 1984. AAUP. Chronicle of Higher Education. October 31, 1984. pp. 16-18.

Graph/Graphique 2

GRANTS* PER STUDENT
FOR CANADA AND THE U.K.
1982-83



Canadian Universities
1 Alberta
2 Dalhousie
3 Laval
4 Memorial
5 UBC
6 Saskatchewan
7 Manitoba
8 UNB
9 Toronto
10 UPEI

U.K. Universities
A Dundee
B City
C M.R.S.
D U.M.I.S.T.
E Bristol
F Sheffield
G Newcastle
H Heriot-Watt
I Durham
J Oxford
K U.W.I.S.T.
L Essex

*Note: For Canada, grants are Provincial Operating Grants to Universities.
For U.K., grants are total U.G.C. Grants for Universities.

Sources: For Canada:
Statistics Canada. Catalogue 81-204. Universities: Enrolment and Degrees. 1981-82. Tables 5 and 6. CAUBO. Financial Statistics of Universities and Colleges. 1982-83.
For U.K.:
Data were obtained from the Association of University Teachers.

UNIVERSITY OF REGINA
Department of Music

Assistant Professor (possibility of probationary appointment, subject to budgetary approval). The principal responsibility will be to teach saxophone and woodwind techniques. Related duties may include theory, music history and some work with ensembles. Graduate degree and teaching experience preferred.

Salary commensurate with qualifications and experience.

Candidates should submit a **curriculum vitae**, including the names of three referees. Appointment effective July 1, 1986. Applications should be sent to **Professor R.J.W. Swales, College of Fine Arts, University of Regina, Regina, Saskatchewan, Canada S4S 0A2.** In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens or permanent residents

Director
SPORT AND EXERCISE SCIENCES RESEARCH INSTITUTE

Applications or nominations are invited for the position of Director, Sport and Exercise Sciences Research Institute, University of Manitoba, to be effective September 1, 1986 or as soon as position is filled.

Candidates must have a Ph.D. in sport and exercise sciences (Physical Education) or an allied field. They should have an outstanding research background and experience as evidenced by numerous publications in refereed journals and ability to obtain research grant funding. Proven administrative and teaching skills are essential.

The position will be tenure-track at the rank of Associate Professor with a cross appointment between the Faculty of Physical Education and Recreation Studies and the Faculty of Medicine. Salary will be dependent upon qualifications and experience.

The director will be responsible for providing administration and leadership in a 9000 square foot interdisciplinary research facility which includes, separate laboratory areas in Histochemistry/Biochemistry, Biomechanics, Body Composition, Human Performance, Motor Development/Motor Learning and Sports Psychology. The candidate will conduct an independent research program, teach in existing graduate program and provide leadership in the development of new teaching and research programs.

Both men and women are encouraged to apply. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. Applications and nominations should be submitted with a curriculum vitae and three letters of reference no later than August 1, 1986 to: Dr. W. J. Dahlgren, Chair, Director Search Committee, 106 Frank Kennedy Centre, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

ULFA: searching for sense in salary structure

by Jeremiah Allen and Seamus O'Shea

Prof. Allen is with the Department of Economics and Prof. O'Shea is with the Department of Chemistry at the University of Lethbridge. This article is the second of two parts. The first, entitled "Looking out the window", appeared in the April 1986 edition of the *Bulletin*.

Last month I described in the *Bulletin* an exercise that occurred at the University of Lethbridge in 1980 and 1981. The exercise forced the University of Lethbridge Faculty Association (ULFA) to examine the way increments were being awarded. In the process, we began to examine the idea of salary structure at the most basic level. In January 1985, ULFA and the University's Board of Governors ratified changes to the *Faculty Handbook* (collective agreement), changes which incorporated many of the results of that examination. We believe this salary structure to be a model. This is an abbreviated account of how we arrived at that structure, a description of the structure, and some insights into the strange world of academic salary structure we acquired along the way.

Roots

We began by examining the increment system which had led to the problem. Salaries were reported in monetary values; inflation over the period made comparisons difficult. Deflating each and every value with a price, or wage, index seemed tedious, and we looked for a short-cut. This was serendipitous; the short-cut became the key not just to understanding salary structure, but to defining it as well. The monetary value of the minimum Assistant Professor salary (the floor) was named a variable: F. Age/salary structures, with salaries expressed as ratios of the current year value of F, could be compared over time to determine the actual effects of the increment system. Since F remained relatively constant in real terms throughout the decade — F in 1979, deflated for inflation, was 97% of F in 1970 — the short-cut provided simple yet valid comparisons.

The *Faculty Handbook* of the University of Lethbridge during the 1970's specified two types of increments; "normal" and "special". One normal increment was to be awarded annually for "satisfactory" performance; special increments could be awarded for "outstanding achievement". Only special increments could be awarded above the third step — later the fourth step — of the Professor rank. The handbook, then, implicitly defined a "normal" career. Salaries for that normal career could be calculated for any contract year, and could also be expressed as ratios of F. These ratios could then be compared with actual age/salary structure to see how closely practice conformed to the handbook norm. These "normal career" age/salary ratios could also be compared to one another to see what happened to the handbook-defined structure over the decade. Two career paths were assumed for purposes of these comparisons, "fast" and "slow". A normal faculty member could be expected to be somewhere between the two, closer to "fast" if a "normal" faculty member could expect "normal" increments.

Reality

Some results are shown in Table 1. The assumptions embodied in the "fast" columns are: the individual entered at the first step at the age of 28; received one increment per year for 18 years; was promoted to Associate Professor after seven years; was promoted to Professor after 14 years; and received one increment every third year after reaching the implicit ceiling at the rank of Professor.

The slow career path assumptions differ: the individual was held at the Assistant Professor ceiling for one year before promotion; received one increment every year from the tenth step until

TOM McDONALD

reaching the Associate Professor ceiling; was held at the Associate Professor ceiling for four years before promotion; received one increment every third year until reaching the Professor implicit ceiling; and remained at that ceiling until retirement.

The University of Lethbridge had a system that implicitly defined a normal career as one in which a faculty member's salary would increase steadily up to a leaky ceiling at 2.07F (1970/71) or 1.91F (1979/80 values). Phrased another way, by the 1970/71 contract, a normal career, with promotion every seven years, would result in a salary of 2F after 16 years; by 1979/80 values it would result in 1.91F in 18 years. But Table 1 shows that the "normal" — in the sense of the middle — faculty member's salary, after the age of 37, was increasing much more slowly than "normal" as defined by the handbook. The *actual* ratios for 1979/80 are well below the slow *handbook norm* ratios after the age of 37, and remain below until retirement. "Normal", as implicitly defined by the handbook, was clearly being reserved only for the exceptional.

The special salary awards of 1981/82 brought the *actual* ratios up: they are above the fast *handbook norm* ratios until the age 37, between fast and slow for five years, then follow the slow *handbook norm* until retirement. While this represented an improvement, the average career salary was still slowing more rapidly after the faculty member reached mid-40's than implicitly defined by the handbook. Viewing these age/salary structures, ULFA resolved to alter the increment system.

The model: average career

In internal discussions, ULFA began to talk about age/salary structures with salaries expressed as ratios of F. It was a natural step from there to defining the ideal salary structure as ratios of F. From this, we developed a three parameter model for Lethbridge salary structure. The three parameters are F, n and S: F is the Assistant Professor Floor, the "base" salary; n is "doubling time", the number of years taken to get from F to 2F; and S is salary after 32 years, or, roughly, the age of 60. With this model in mind, ULFA began discussions with the Board once again about increment structure. This time the discussion quickly focussed on negotiating the values of n and S — F is set during salary negotiations — and writing the handbook so that those values would be the actual values for the average (mean) faculty member.

The salary structure codified by handbook changes approved January 1985 sets the monetary value of the average (mean) increment award as a fixed proportion of F. The average increment award — the average number of increments awarded times the monetary value of an increment — is set at .059F for all faculty whose salaries are between F and 2F. The mean increment award for faculty members whose salary is above 2F is a declining proportion of .059F. The value, .059, and the declining proportions, were chosen so that the average faculty member will achieve these values: n = 17 (.059 = 1/17) and S = 2.4F. Because the average award is fixed by the handbook as a ratio of F, the career progress of the average faculty member *must be* the same as the handbook-defined normal career. Figure 1 shows the career path of the average (mean) faculty member now and contrasts it with the *fast* normal career of the 1979/80 handbook.

The model: merit

Anyone with experience in negotiating academic salaries is familiar with the lament of the high-research faculty member, that he has worked twice as hard and received an increment only $X more than normal career progress, and $X is hardly enough to buy an extra couple of cases of beer a month. But an increment lasts forever, and it is *salary*, not increments, that are the real reward. The high-research faculty member will accumulate more increments steadily over his career; his salary will be higher from the beginning and will grow more rapidly. Over a career, the difference between the high-research faculty member's salary and average career progress can (and probably should) be quite substantial.

The model we developed focussed attention on career paths, which promoted an unusually reasonable discussion of the way extra merit should be rewarded. The salary structure codified by handbook changes approved January 1985 differentiates merit as shown in Figure 2 above. The typical high-research faculty member will achieve these values: n = 12, S = 2.7F. Ignoring discounting, the difference between the "high" career and the "mean" career is over 180,000 current dollars. The typical "slow" faculty member — one whose research is consistently below the norm — will achieve these values: n = 24, S = 2.2F. These values are given here, not because we believe them to be absolute ideals, but to illustrate the advantages of the model. Defining salary structure in terms of F, n and S highlights the reality of academic salaries. This facilitates discussion of ideal salary structure, both within association/unions and during negotiations with boards/administrations, not only for the average career but also for typical variations from the average.

Afterthought

Benefiting all:

Asking the most fundamental questions of salary structure — how quickly will an average faculty member rise, and what salary will he retire with — focuses negotiations. A common response I have had from members of other association/unions, when I talk about the advantages of bowing the age/salary/profile out to the left, is that faculty, being now middle-aged, wouldn't allow their increments to be reduced so that younger faculty could rise more quickly. But boards, if focused on the proper questions, may be willing to do the latter without the former. Nobody lost at Lethbridge; the model which was ratified both increases S and reduces n, so the cost of funding the

See ULFA/23

Dans le numéro d'avril du Bulletin, *l'article "Looking out the window", de Jeremiah Allen, professeur d'économie à l'Université de Lethbridge, décrivait un exercice entrepris à cette université en 1980 et 1981. L'exercice a forcé l'association des professeurs de l'université à examiner la façon dont les augmentations de traitement étaient accordées aux universitaires. Au cours de l'exercice, les participants ont commencé à étudier l'idée d'une structure salariale à l'échelle la plus élémentaire. En janvier 1985, l'association et le conseil des gouverneurs de l'université ont ratifié des modifications au guide des professeurs, c'est-à-dire la convention collective, qui incorporaient un bon nombre des résultats de cet examen.*

Les auteurs du présent article croient que la nouvelle structure salariale en vigueur à l'Université de Lethbridge est un modèle du genre. Voici donc un compte rendu de la démarche qui a entraîné cette nouvelle structure et des éclaircissements sur ce monde étrange des structures salariales des universitaires acquises à un moment donné.

HANDBOOK DEFINED CAREER PATHS

Figure 1

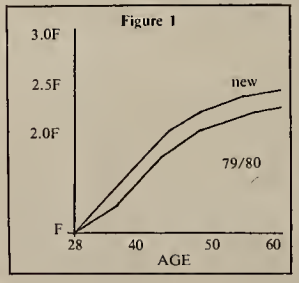


Figure 2

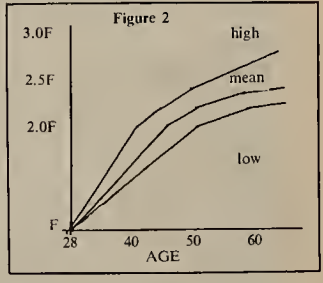


TABLE 1
Lethbridge Salaries as Ratios of Assistant Professor Floor

MEAN AGE	HANDBOOK NORM 1970/71 fast	1970/71 slow	1979/80 fast	1979/80 slow	ACTUAL 1979/80	1981/82
32	1.20	1.20	1.20	1.20	1.20	1.23
37	1.48	1.44	1.42	1.38	1.38	1.55
42	1.81	1.67	1.72	1.60	1.54	1.67
47	2.07	1.77	1.91	1.78	1.66	1.74
52	2.30	1.94	2.07	1.88	1.75	1.85
57	2.44	2.07	2.17	2.01	1.96*	2.02*
62	2.58	2.07	2.27	2.01	1.97*	2.01*

*The number of people in these groups is so few, and the university so young, that these figures cannot be considered particularly meaningful.

SHERBROOKE 1

menaçait de remettre sa démission et une des fédérations étudiantes tentait de mobiliser ses troupes pour une journée de grève le 3 avril.

Sitôt connues, les informations sur ces documents ont soulevé les professeurs et les étudiants ainsi que la presse régionale et des personnalités importantes du milieu sherbrookois. Le Chancelier de l'Université et Archevêque du diocèse est intervenu pour suggérer la révision des propositions.

La Fédération des associations de professeurs des universités du Quebec (FAPUQ), l'Association canadienne des professeurs d'université (ACPU) de même que les syndicats et associations de professeurs membres de la FAPUQ se préparent à intervenir pour aider leurs collègues. La question apparaissait à l'ordre du jour de la réunion spéciale du Bureau de direction de la Fédération vendredi dernier.

Projets

Les trois documents soumis au Conseil d'administration de l'Université le 25 mars visent pour l'essentiel à «rétablir l'équilibre budgétaire». Ces documents annoncent la fin des activités de la Faculté de théologie et de l'École de musique ainsi que l'abandon de la presque totalité des programmes des départements de philosophie et d'études anglaises.

Si l'Université de Sherbrooke procède à des mises à pied massives et à des coupures de programmes, explique le président du SPUS, Pierre Ménard, les autres établissements universitaires québécois pourraient emboîter le pas puisque leur situation financière est précaire. «Quant à nous, poursuit-il, il ne saurait être question qu'un professeur de l'Université de Sherbrooke soit contraint de quitter l'Université. C'est la position unanime du Conseil syndical.»

Tous les professeurs visés par ces mesures ont acquis la permanence, la majorité est à l'emploi de l'Université depuis plusieurs années et une bonne part a accumulé plus de 20 ans de services. Dans de très nombreux cas, ces professeurs ont au-delà de 50 ans.

Les propositions de l'administration de l'Université se situent dans le cadre de la préparation du budget pour la prochaine année universitaire. Les documents sur la planification des postes et sur les changements au nombre de postes sont présentés pour se conformer aux dispositions de la convention collective du SPUS qui oblige l'Université à informer et à consulter le Syndicat sur les modifications à apporter au corps professoral.

La présentation de ces documents survient par ailleurs au moment où s'engagent les négociations salariales du SPUS pour la période de janvier 1986 à mai 1987. Elle arrive aussi au moment où les trois syndicats et associations de professeurs éprouvent des difficultés à obtenir de l'université des contre-propositions au projet de régime de préretraite présenté par les professeurs.

Les coupures

Le premier document de travail présenté au Conseil d'administration et intitulé «Orientations budgétaires» s'appuie sur la décision du Conseil de février de rétablir l'équilibre budgétaire dans les meilleurs délais. Accepté pour discussion à ce stade-ci, ce document conclut que l'Université ne peut compter sur une augmentation des subventions pour atteindre son objectif, mais qu'elle doit plutôt réduire ses dépenses pour minimiser la croissance du déficit accumulé (15 M$) et du service de la dette.

La direction propose donc de couper 3,5 M$ en récupérant 1,7 M$ par la fermeture de postes et de programmes, 0,1 M$ par la fermeture des activités de l'École de musique, 0,7 M$ par la réduction des dépenses des facultés et services, 1,0 M$ en ne répartissant pas aux unités la moitié des sommes attribuées au financement de la croissance des clientèles.

Adopté pour se conformer aux exigences de la convention du SPUS, le deuxième document intitulé «Politique de planification des postes de professeur pour l'année 1986-87», précise que «la situation de l'Université exige qu'elle procède à une rationalisation de ses ressources et entre autres à des fermetures de postes».

Ce deuxième document précise aussi que les décisions quant à la fermeture de postes se fonderont sur cinq critères: l'évolution de la clientèle au cours des dernières années, le potentiel de développement, le coût moyen par étudiant équivalent temps complet, le taux d'encadrement des étudiants ainsi que le développement des 2e et 3e cycles, et de la recherche.

Dans une lettre adressée au recteur de l'Université le 27 mars, le Syndicat prétend que les critères adoptés ne correspondent pas à la notion de poste telle que définie à la convention collective. Ils lui paraissent convenir davantage au processus d'évaluation des programmes. Le SPUS considère donc que la politique est inopérante pour l'attribution des ressources en 1986-87. Il demande au recteur de confirmer ou d'infirmer cette interprétation puisqu'elle lui est nécessaire pour fournir à la direction de l'Université la réponse exigée par la convention.

Le troisième document, intitulé «Changements proposés aux nombres de postes de professeur accordés aux facultés pour l'année financière 1986-87» a été accepté pour discussion seulement et il complète le document sur la planification des postes.

Il précise que l'université ne pourra accéder aux demandes des facultés et départements qui impliqueraient la création de 15 nouveaux postes. La direction de l'Université «juge plutôt qu'il est nécessaire de procéder, dans les facultés, à l'abandon de programmes et conséquemment à la fermeture de postes".

Ainsi, si ce document était adopté, le Département d'études anglaises perdrait cinq de ses sept postes, le Département de philosophie, six des huit postes et la Faculté de théologie disparaîtrait complètement ce qui abolirait 14.5 postes.

*****

Sous la pression des nombreux gestes d'appuis, l'Université de Sherbrooke a concédé aux professeurs un moratoire sur les avis de mise à pied. Elle s'est engagée à reporter jusqu'au 25 août 1986 sa décision et un comité sera créé pour proposer des alternatives aux coupures de postes. Une lettre d'entente entre l'université et les professeurs sera bientôt soumise au vote en assemblée générale.

Sherbrooke to terminate positions?

By Robert Léger
CAUT staff

The Conseil d'administration* at the University of Sherbrooke recently adopted a document which proposed, among other measures, the termination of some 24.5 positions at the University. The terminations are aimed at dealing with a growing budgetary deficit. The accumulated deficit is estimated to be $14,8 million as of May 31, 1986. The 1985-86 deficit is estimated to be some $3.8 million.

The administration wants to make the following cuts:

Faculty of Theology: 14.5 positions (the entire faculty);
Department of Philosophy: 6 positions out of 8;
Depart. of English Studies: 5 positions out of 7;
School of Music: 1 position (Closure of School of Music project).

All the teachers who would be affected by this measure are tenured. Most have been with the university for a number of years, some for over more than twenty years. In many cases, the teachers are over 50 years old.

The university would save $1.7 million by closing the positions and programs in question. Reductions in the expenses of faculties and services would save $0.7 million. Furthermore, $1 million would be saved by retaining half of the sum allocated for new clientele.

The terminations were proposed without consultation with the Faculties; and in fact, the Deans of the various Faculties are split over this matter.

No university-wide discussion was held about the crisis at Sherbrooke. On February 24 the Conseil d'administration decided that a balanced budget had to be attained as soon as possible. Within one month, the administration produced a document setting out a policy on faculty distribution for 1986-87, as stipulated in the Collective Agreement with the Syndicat des professeurs de l'Université de Sherbrooke (SPUS). The final decision was to be made in May. This would have given the designated faculty members a three-term notice. The students and teachers protested by means of a demonstration that prevented the meeting of the Conseil d'administration from being held on March 24. There was also a demonstration the next day and the Conseil d'administration was forced to hold its meeting at the police station in order to adopt the policy.

The cuts have also been opposed by the Archbishop of Sherbrooke, Chancellor of the university, in an open letter to *Le Devoir*. The Chancellor feels that the integrity of the university should be preserved taking into account the quality of education being offered to the students.

The Rector, after meeting with the president of the SPUS, has recently agreed in principle to postpone the identification of positions to be cut until August 25. In the meantime, a university-wide committee is to be established to investigate the situation with a view to making recommendations to prevent lay-offs. At the time of writing, this tentative agreement had not yet been approved by the parties.

FAPUQ, CAUT, plus all the unions and association members of FAPUQ, are ready to help their colleagues on the Sherbrooke campus.

*The Conseil d'administration is similar to a Board of Governors.

CANADIAN INSTITUTE FOR INTERNATIONAL PEACE AND SECURITY

The Institute intends to appoint a research associate, beginning September 1986. Preference will be given to applicants combining a general interest in the field of conflict resolution with an area specialization. Ph.D. is desirable but not essential. However, applicants must have research experience and relevant publications. Length of contract and salary negotiable. Applications should be sent as soon as possible to: **David Cox, Director of Research, 307 Gilmour Street, Ottawa, Ontario, K2P 0P7**

june 3
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Advertising and censure

CAUT will carry advertisements from censured universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.

Positions available — Postes disponibles

Publicité et Censure

L'ACPU accepte les annonces des universités frappées de la censure. L'ACPU refuse les annonces des universités à la troisième étape de la censure parceque le Conseil recommande explicitement aux membres de ne pas accepter un poste à une université qui en est à cette étape.

ADMINISTRATIVE POSITIONS

THE UNIVERSITY OF ALBERTA, Directorship - Division of Dermatology The University of Alberta invites applications for the Directorship of the Division of Dermatology in the Department of Medicine. Rank and financial arrangements are negotiable according to experience and qualifications. Applicants should have M.D., F.R.C.P.(C) with the appropriate subspecialty in Dermatology. Additional research training to the Ph.D. level would be welcome but not essential. The applicant is expected to be an energetic leader with the necessary administrative recruiting and research experience that would lead to further development of the Division's research base. The University of Alberta is an equal opportunity employer, but in accordance with Canada Employment and Immigration regulations priority will be given to Canadian citizens and permanent residents of Canada. Candidates should forward their curriculum vitae within 40 days of this publication along with an outline of their research interests and names of three referees to: Dr. G.O. Molnar, Chairman, Department of Medicine, Room 8-121 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G3.

UNIVERSITY OF ALBERTA, Director - Division of Cardiology. Applications are invited for the position of Director, Division of Cardiology, Department of Medicine at the University of Alberta. The person selected will also be Director, Division of Cardiology at the University of Alberta Hospital, a tertiary care facility with an active invasive and non-invasive Cardiology program with a staff of 12 Cardiologists and an active Cardiothoracic Surgery Division. Interested applicants should be qualified in medicine and hold the Fellowship of the Royal College of Physicians and Surgeons of Canada or an equivalent recognized certification. In addition to clinical and administrative experience, applicants should have skills and interest in teaching students and residents and will be expected to develop an independent research program. The rank and salary will be in the full Professorial range, however an Associate Professor could be considered. All qualified individuals are encouraged to apply, but preference will be given to Canadian citizens and permanent residents. The position will be available on July 1, 1987. Deadline for applications is December 31, 1986. Please send curriculum vitae and the names and addresses of three references to: Dr. G.D. Molnar, Chairman, Department of Medicine, 8-121 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2E1.

UNIVERSITY OF ALBERTA, Administrative Position. Biosafety Officer required by the University of Alberta and reporting to the Biosafety Committee. The position is that of a safety specialist with particular responsibility for areas where research and teaching activities involve hazardous or potentially hazardous biological systems or agents. The incumbent will be the technical consultant to the Biosafety Committee and will be its executive member. He/she will assist in drawing up biosafety policies and will be accountable for the day-to-day operations of the University Biosafety Program. Applicants should have an M.Sc. in Microbiology or a related field. Ph.D. training would be preferred. This is an Administrative/Professional Officer position with a salary range of $30,510 - $45,774 (currently under review). A comprehensive employee benefits program is also offered. Interested applicants should apply before May 30, 1986 to: Chairman, Search Committee, 2-64 Assiniboia Hall, University of Alberta, Edmonton, Alberta T6G 2E7. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF GUELPH, ONTARIO VETERINARY COLLEGE. Department of Biomedical Sciences Chairman. Applications and nominations are invited for the above position which is now vacant. The Department embraces the disciplines of morphological science, physiology, medical biochemistry and biotechnology, pharmacology, and toxicology. It is responsible for preclinical instruction within the D.V.M. Program, as well as providing disciplinary courses in anatomy, physiology, pharmacology, and toxicology to science students and for graduate training. It has a complement of 29 faculty members. Applicants should have a D.V.M. or related background plus an advanced degree at the doctoral level in one of the above disciplines and have an excellent record of scholarship, teaching, and research. Administrative experience would normally be required. The successful applicant will be given an academic appointment within the Department at a rank commensurate with his/her experience and qualifications. The administrative position of Chairman will be for a five year term and is renewable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and nominations will be accepted until the position is filled, and should be submitted to: Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position subject to final budgetary approval.

BAMFIELD MARINE STATION. Director. Applications and nominations are invited for the position of Director of the Bamfield Marine Station. The Station consists of a substantial complex of research and teaching laboratories and support facilities such as boat, diving, housing and dining services, and a Director's residence. The Station, located at Bamfield village in a sheltered inlet on the west coast of Vancouver Island, B.C., operates year round with 18 permanent full-time and about 20 seasonal staff. The teaching program includes undergraduate and graduate courses and field trip programs for a student audience in 1985-86 the operating budget approximates $1 million. The Station is operated by the Western Canadian Universities Marine Biological Society (WCUMBS), a consortium of five western Canadian universities (University of British Columbia, Simon Fraser University, University of Victoria, University of Alberta, University of Calgary). The Director reports to a Management Council appointed by the universities. We are seeking candidates with demonstrated appreciation of outstanding research, with demonstrated administrative experience, and a dedication to marine science education. The development and maintenance of research and teaching functions and of the physical facilities of a growing, major marine station that operates in a remote situation is the primary responsibility of the Director. It is a challenging and demanding position. Salary and rank will be commensurate with qualifications and experience. Applications or nominations including a detailed curriculum vitae and the names of three referees should be submitted to Dr. G.G.E. Scudder, Western Canada Universities Marine Biological Society (WCUMBS), c/o Department of Zoology, The University of British Columbia, No. 2354-6270 University Boulevard, Vancouver, B.C., V6T 2A9, Canada. The position will be available July 1, 1987, for a three-year term which is renewable. Closing date for application is May 30, 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. Department of Clothing and Textiles. Head. Applications are invited for the position of Head, Department of Clothing and Textiles, Faculty of Human Ecology, for a 5-year term. Candidates should have a Ph.D. or equivalent, plus demonstrated leadership and administrative skills. As the appointment comes with a tenure-track position in the Department at the rank of associate or full professor, candidates should have a strong record of scholarship in a field appropriate to the marketing, consumer behavior, economic or manufacturing aspects of textiles and apparel. Experience in working with government, business or industry would be an asset. Rank and salary will be commensurate with qualifications and experience. The Department offers an undergraduate major and a master's program. The Head reports to the Dean of Human Ecology and is responsible for the management of the Department and for leadership, coordination and participation in its teaching, research and service activities. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications, including academic credentials, resume of professional and research qualifications and the names of at least three referees, should be sent to: Dr. Sheila A. Brown, Dean, Faculty of Human Ecology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Closing date for receipt of applications is October 1, 1986.

ACCOUNTING

ATHABASCA UNIVERSITY. Accounting. Subject to budgetary approval. Administrative Studies seeks a full Professor in Accounting to write, revise and deliver seven accounting courses like advanced accounting and auditing. Ph.D. or D.B.A. is required. Demonstrated experience in teaching and research is required. Some knowledge of distance education is desirable. Salary depends upon qualifications and experience. Appointment expected January 1, 1987. Position open until filled. Send letter of application including a detailed Curriculum Vitae and the names of three referees to: Gloria Sieg, Personnel Services, Athabasca University, Box 10,000, Athabasca, Alberta, T0G 2R0.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. Faculty of Administrative Studies. Positions open commencing July 1, 1986, subject to budget approval and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the following areas: Accounting, Behavioural Science, Economics, Labour Relations, Finance, Management Science, Management Information Systems, Marketing, Policy & Environment, Management Policy, Production Management. Rank and salary are open. Successful candidate will be expected to be active in research and to teach in the Ph.D., Masters, and Undergraduate Programmes. Please submit curriculum vitae and references to Alan B. Hockin, Dean, Faculty of Administrative Studies, York University, 4700 Keele St., North York, Ontario, M3J 1P3. Deadline for submission - when positions are filled.

AGRICULTURE

MACDONALD COLLEGE OF McGILL UNIVERSITY, Soil Scientist. The Department of Renewable Resources, Faculty of Agriculture, McGill University invites applications for a full-time tenure-track position at the rank of assistant professor in Soil Science, commencing September 1, 1986. A Ph.D. in the areas of soil biochemistry, nutrient cycling, organic matter transformations and/or soil-plant interactions is required. The successful applicant will be expected to teach undergraduates and graduate students and to develop an active research programme in one of the above areas. Salary will be based on a floor value of $30,622 and will be commensurate with qualifications and experience in accordance with Canadian immigration requirements; this advertisement is directed to Canadian citizens and landed immigrants in the first instance. Send applications with a detailed curriculum vitae and the names of three referees by June 1, 1986 to: Dr. R.D. Tilman, Chairman, Department of Renewable Resources, Macdonald College of McGill University, 21,111 Lakeshore Road, Ste-Anne-de-Bellevue, Quebec, Canada, H9X 1C0.

ANTHROPOLOGY

TRENT UNIVERSITY. Anthropology. Applications are invited for a limited term appointment in cultural anthropology at the lecturer or assistant professor level from 1 January to 15 May, 1987, to teach the second halves of courses in Latin America, the Anthropology of Development, and a portion of Introduction to Cultural Anthropology. Ph.D. or A.B.D. preferred. Candidates should apply to the Chairman, Department of Anthropology, Trent University, Peterborough, Ont., K9J 7B8 by 31 May, 1986. The availability of this position is subject to budgetary approval in accordance with Canadian Immigration requirements; this advertisement is directed to Canadian citizens and permanent residents.

ARCHITECTURE

UNIVERSITY OF WATERLOO. School of Architecture. The School of Architecture, University of Waterloo, is searching for a Coordinator and teacher/research for its Technology Theme Area. He or she should have knowledge and teaching experience in areas of building construction, building services, and architectural design. A person with a masters degree and professional registration in architecture is preferred. The appointment, to begin September 1, 1986, will be made at the Assistant Professor rank for a term of two years. The salary being commensurate with qualifications and experience. Before May 1, 1986, applicants should send a letter stating interests, resume, and the names of three references to: Larry Richards, Director, School of Architecture, University of Waterloo, Waterloo, Ontario, N2L 3G1. Preference will be given to Canadian Citizens and Landed Immigrants. Applications from women candidates are particularly welcome.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA, Biochemistry. Postdoctoral Fellows. Candidates should have a recent Ph.D. with experience in protein chemistry and physico-biochemical techniques. Current research is focused on the structure and function of calcium-binding proteins such as troponin-C of muscle and S-100 of brain. Technologies used in the investigations include: HPLC, hydrodynamic approaches (analytical ultracentrifuge, viscometry, magnetic densitometry) and spectroscopy (circular dichroism, ultraviolet absorption, fluorescence). New positions are available for up to three years at salary ranging from $21,800 to $26,300 per annum. Please send C.V., reprints and names plus addresses of 3 references to: Dr. C.M. Kay, MRC of Canada Group in Protein Structure and Function, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7.

UNIVERSITY OF TORONTO, Biochemistry. A position of research associate is available in the Membrane Biology Group, Department of Medicine, Faculty of Medicine, University of Toronto to work on the structure and function of membrane proteins. Applicant must have a Ph.D. in biochemistry with at least two years post-doctoral training/experience in protein chemistry, membrane biochemistry and computing is essential. Stipend ($24,825-$30,000) dependent upon qualifications. The application deadline is June 15, 1986; the appointment to be effective September 1, 1986. Please send curriculum vitae, reprints of publications and names of three referees to Dr. R.A.F. Reithmeier, Department of Biochemistry, University of Alberta, Edmonton, Alberta, T6G 2H7. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA, Department of Biochemistry. Sessional Lecturer. The Department of Biochemistry at the University of British Columbia expects to have a position as a Sessional Lecturer available from September 1, 1986 to April 30, 1987. The salary would be approximately $2,100 per month. Applicants should send a copy of their Curriculum Vitae and the names of referees to Dr. Philip Bragg, Department of Biochemistry, University of British Columbia, 2146 Health Sciences Mall, Vancouver, B.C., V6T 1W5, by June 1, 1986.

UNIVERSITY OF ALBERTA, Department of Biochemistry. Applications are invited for two positions in Macromolecule Crystallography, a Research Associate and a Postdoctoral Fellow. Both positions are available immediately and are renewable on an annual basis. Currently funds are available for periods up to 4 years also renewable. Research projects in the laboratory concern structural studies of enzymes and their inhibitors, proteins involved in triggering muscle contraction and regulatory proteins of the citric acid cycle. Another specific research project is in the area of hypertension and involves the design of specific inhibitors of human kidney renin. X-ray crystallographic analysis of the recombinant DNA gene product, human kidney renin (supplied by California Biotechnology Inc.) is one major goal of this project. Interactive computer graphics molecular design will also be based on the homologous structure of porcine pepsinogen. A well equipped environment for the execution of protein structure research is available. Data collection facilities include an Enraf-Nonius CAD4 diffractometer and an area detector that will soon be implemented. Interactive molecular graphics include an MMS-X system and a Silicon Graphics Iris 3030 workstation. Candidates for these two positions should have a doctorate in crystallography preferably with 2-5 years experience in protein crystallography. Salary is commensurate with the applicants training and experience and starts at $19,000 Can. for the PDF and $27,870 Can. for the research associate. In addition, candidates for the latter position should have at least 3 years post-PhD training. Applications including a detailed curriculum vitae, list of publications and the names of three referees who are prepared to write letters of recommendation should be sent to Dr. M.N.G. James, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7, by May 31, 1986. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance.

CLINICAL RESEARCH INSTITUTE OF MONTREAL/INSTITUT DE RECHERCHES CLINIQUES DE MONTREAL. Research Associate. Available July 1, 1986. Ph.D., in biochemistry with postdoctoral experience in enzymology, transport experiments relating to the metabolism and function of carnitine, fractionation of subcellular organelles and characterization of membrane proteins. Annual salary $21,500. Renewable annually. Send C.V. and names of three references to Dr. S.V. Pande, Director, Laboratory of Intermediary Metabolism, Clinical Research Institute of Montreal, 110 Pine Avenue West, Montreal, Quebec, Canada, H2W 1R7.

BIOLOGY

UNIVERSITY OF WINNIPEG. Department of Biology. Applications are invited for a Sessional Position at the rank of Assistant Professor or Lecturer. Teaching duties will include General Microbiology and an Introductory Biology Course. Ph.D. preferred but not essential; candidates should have appropriate experience. The position is subject to budgetary approval. Send a curriculum vitae and arrange for three letters of reference to be forwarded to Dr. R.A. Woods, Chair, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. Closing date - May 31st 1986; starting date - August 18th. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of Biology. A vacancy has arisen for an Instructor to teach laboratory classes in Comparative Animal Physiology, Human Anatomy and Physiology and General Biology. Candidates should have an M.Sc. and relevant experience. The position is Probationary and can lead to a Continuing Appointment within the Bargaining Unit. The position is subject to budgetary approval. Candidates should submit a curriculum vitae and arrange for three letters of reference to be sent to Dr. R.A. Woods, Chair, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Closing date - May 31st 1986, starting date - August 18th 1986. In accordance with Canadian Immigration Regulations this advertisement is directed to Canadian citizens and permanent residents.

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McGILL UNIVERSITY. Redpath Museum. Biology and Paleontology. The Redpath Museum, McGill University, invites applications from Canadian citizens and landed immigrants in Canada who wish to be sponsored for NSERC University Research Fellowships The Museum has important collections in the areas of invertebrate Paleontology, Paleobotany, Malacology, Mammalogy and Mineralogy. NSERC University Research Fellowships are awarded for two years, carry a salary at the Assistant Professor level, and include financial support for research. Send curriculum vitae, representative reprints and names of referees by August 1, 1986 to: Dr. R.L. Carroll, Redpath Museum, McGill University, 859 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6.

UNIVERSITY OF OTTAWA. Biology. Applications are invited from Canadian citizens or permanent residents of Canada who wish to be nominated for an NSERC University Research Fellowship in the 1987 competition. There is special interest in candidates with research interests in microbiology, cell biology, animal development et biology and plant physiology. However, outstanding candidates in other areas will also be considered. The position(s) is(are) available in the Department of Biology, University of Ottawa, at a salary equivalent to the Assistant Professor scale. The University of Ottawa is a bilingual institution: the ability to lecture in French as well as in English will be a definite asset. The appointee will become a member of the Ottawa-Carleton Centre for Graduate Studies and Research in Biology, a cooperative program between the University of Ottawa and Carleton University, which includes active collaboration with scientists from several government laboratories. Applications should submit, by June 15, 1986, a curriculum vitae and a brief description of research interests and should arrange to have three letters of recommendation sent to Dr J McNeill, Department of Biology, University of Ottawa, Ottawa, Canada, K1N 6N5.

UNIVERSITÉ D'OTTAWA. Biologie. Nous sommes à la recherche de candidats éligibles à undes) poste(s) de chercheur boursier universitaire du CRSNG. Ce(s) poste(s) est(seront) attribué(s) à la suite d'un concours qui aura lieu en 1987. Le(s) candidat(s) choisi(s) devra(dreront) être citoyen(s) canadien(s) ou légalement domicilié(s) au Canada. Les candidatures de personnes s'intéressant à la microbiologie, à la biologie cellulaire, au développement animal et à la physiologie végétale sont particulièrement recherchées. Toutefois les candidats exceptionnels intéressés à d'autres domaines seront aussi considérés. Le(s) candidat(s) choisi(s) deviendra(deviendront) membre(s) du Centre d'études Supérieures et de Recherche en Biologie Ottawa-Carleton; ce Centre, géré conjointement par l'Université d'Ottawa et l'Université Carleton, facilite une étroite collaboration entre des chercheurs de divers laboratoires gouvernementaux. Le(s) poste(s) sera(seront) disponible(s) au département de biologie de l'Université d'Ottawa et le salaire annuel sera équivalent à celui d'un professeur adjoint. L'Université d'Ottawa étant une institution bilingue, il est important que le(s) candidat(s) soit(soient) apte(s) à enseigner en français et en anglais. Les candidats doivent soumettre, avant le 15 juin 1986, leur curriculum vitae et une description des domaines biologiques dans lesquels ils désirent poursuivre leur recherche. Les candidats devront aussi demander à trois répondants de soumettre des lettres de recommandation. Toute correspondance doit être adressée au Dr. J. McNeill, Département de Biologie, Université d'Ottawa, 30 rue Somerset Est, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF WINDSOR. Microbial Biotechnology. Applications are invited immediately for a tenure track position at the rank of Assistant Professor beginning July 1, 1986. Minimum requirements are a Ph.D. in molecular biology and two years post-doctoral experience. Preference will be given to those with a background in fungal genetics and/or biotechnology. The successful candidate will be expected to undertake research and teach courses in our new Biotechnology program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified famale and male applicants. The deadline for applications will be June 15, 1986 or until a suitable applicant is appointed. Send curriculum vitae, statement of research goals and interests, representative reprints and three letters of reference to Dr. H.B Fackrell, Department of Biological Sciences, University of Windsor, Windsor, Ontario, N9B 3P4.

UNIVERSITY OF WATERLOO. Biology/Biochemistry. Applications are invited for a postdoctoral position in the field of insect pharmacology/receptor chemistry. The successful applicant will join an active research group investigating the nature of monoaminereceptor interactions in the insect nervous system. The study, which is supported through the NSERC University-Industry Cooperative Programme, is designed to facilitate the development of novel insecticide directed against insect-specific aminergic targets. The successful applicant may be required to work closely with scientists from the industrial sponsor, Cyanamid Canada. The position is available immediately and is for a period of 2 years at an annual salary of $22,000 plus benefits. Applicants should forward a current curriculum vitae and arrange for 3 letters of reference to be sent to: Dr. R.G.H. Downer, Department of Biology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications from women applicants are particularly welcome.

BUSINESS

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, and Marketing. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Ranges are Assistant Professor $30,170 to $43,780; Associate Professor $38,170 to $55,450; Professor from $48,970. In addition, market supplements to ensure competitive salaries are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is an equal opportunity employer

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITE LAURENTIENNE. Commerce et Administration. Programme de baccalauréat en commerce. L'Ecole de commerce et d'administration de l'Université Laurentienne est à la recherche de Professeurs pour les disciplines suivantes: Comptabilité, Gestion des opérations, Finance et contrôle, Méthodes quantitatives de gestion, Politique générale, Gestion de ressources humaines. Oualifications: Les candidats devront posséder un doctorat ou l'équivalent avec expérience dans la discipline ou dans une discipline connexe. Ils devront démontrer leur compétence en enseignement et recherche, universitaires ainsi qu'en utilisation de la micro-informatique. Entrée en fonction: le 1er juillet 1986 Traitement: Selon la convention collective en vigueur. L'Université Laurentienne applique le principe d'égalité d'emploi. Prière de faire parvenir voire demande, accompagnée d'un curriculum vitae à l'adresse suivante: Professeur Gilles Leclerc, Ecole de commerce et d'administration, Université Laurentienne, Chemin du Lac Ramsey, Sudbury, Ontario, P3E 2C6; Tel: (705) 675-1151, poste 2123.

LAURENTIAN UNIVERSITY. Commerce and Business Administration. Three full Track and Sessional Positions are becoming available in the following areas Financial Management; Business Policy, Strategy and Resource Management, Entrepreneurship and Small Business Management. Successful candidates will be required to teach at both graduate and undergraduate level. In addition, a significant involvement in research activity is expected. Applications will be considered from candidates holding Ph.D. Degree in a relevent discipline. Bilingualism (English and French) is an asset Experience in University activity is also required Teaching experience will be an advantage. (ABD within 1 year of completion will be considered) Rank open. Vacancies also exist in the above areas in the sports administration degree program. Persons holding the above qualifications and possessing experience in sports administration and community service consistent with the individual's interests, strengths and abilities is also expected. Brock is located in the City of St Catharines, a city of 125,000 with a moderate climate and within easy driving distance of Niagara Falls, Toronto, Hamilton, Buffalo, NY and Rochester, NY. Consulting opportunities are available in our extensive industrial base. Send your application to Howard M. Wood, Chairman, Department of Management and Marketing, Brock University, St Catharines, Ontario, L2S 3A1 in accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF WATERLOO. Business Administration. Accounting - Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting (ii) managenal accounting (iii) information systems. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at the undergraduate and undargraduate levels. Applicants for Information Systems will be expected to contribute to the major field of the Ph.D. program in Management Science/Systems, others to the minor. Salary will be commansurate with qualifications, teaching and practical experience. Availability of some positions is subject to budgetary approval. Appointment date is open; July 1, 1986 is preferred Application date closes when position is filled. Applications should be sent to: Dr. G.W Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF MANITOBA. Faculty of Administrative Studies. Applications are invited in the areas of (i) accounting, and (ii) finance. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1986 preferred. Application date closes when position is filled. Both women and men are encouraged to apply in accordance with Canadian immigration requirements, priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. L.I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF NEW BRUNSWICK. Administration. University of New Brunswick, Fredericton, Faculty of Administration invites applications in: Accounting, Finance, Human Resources, Management including Business & Society and Organizational Behavior, Marketing, Quantitative Methods, Management Information Systems, Public Administration overlapping with one or more of the above areas. Qualification for tenure track positions is Ph.D. completion or near completion in appropriate disciplines. Salary is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Some term positions at the rank of Lecturer may be available. Publication a good BBA Persons with tenured positions elsewhere may apply for visiting appointment. Appointment effective July 1, 1986 or January 1, 1987 as convenient. Successful candidates will teach in BBA and MPA programs and carry out research in their disciplines. Salary is competitive. Send curriculum vitae and names and addresses of three referees to Dr. K.P.K Nair, Dean, Faculty of Administration, University of New Brunswick, P.O Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3

UNIVERSITY OF WINDSOR. Faculty of Business Administration. Full-time tenure-track or limited term) and sessional appointments are sought in the following fields: (i) Accounting, (ii) Administrative Studies (includes Personnel, IR, management, etc.), (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Strategy and International Business PhD (or ABD) required for tenure-track positions, MBA acceptable for limited-term positions in relevant business, teaching and research experience is desirable Positions involve research and teaching in dynamic undergraduate and MBA programmes. Salary and rank depend on qualifications and are competitive. Send resume to Dr. Efrem Mallach, Acting Director, Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRDCK UNIVERSITY. School of Administrative Studies. Department of Management and Marketing. Applications for tenure track and limited term appointments are invited In Business Policy, Computing and Management Information Systems, Industrial/Organizational Management; Marketing, Operations Management, Organizational Behaviour/Theory; and Personnel Management in the above areas, DBA or PhD in Business Administration preferred, but ABD candidates expecting to complete by September 1987 will also be considered Applicants with doctorates and with an MBA and several years of senior management experience are invited to apply for senior appointments Our honours BAdmin program, offered jointly with the Department of Accounting and Finance, is aimed at developing candidates for managerial careers. Emphasis is placed on quality teaching supportive of life general management philosophy, a record of research activity and community service consistent with the individual's interests, strengths and abilities is also expected. Brock is located in the City of St Catharines, a city of 125,000 with a moderate climate and within easy driving distance of Niagara Falls, Toronto, Hamilton, Buffalo, NY and Rochester, NY. Consulting opportunities are available in our extensive industrial base. Send your application to Howard M. Wood, Chairman, Department of Management and Marketing, Brock University, St Catharines, Ontario, L2S 3A1 in accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Finance, (iii) Information Systems, (iv) Marketing and Business Policy. Rank of Assistant, Associate or Professor, depends on qualifications and experience; preferably at the Assistant or Associate level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undargraduate levels. Applicants for Information Systems will be expected to contribute to the major field of the Ph.D. program in Management Science/Systems, others to the minor. Salary will be commansurate with qualifications, teaching and practical experience. Availability of some positions is subject to budgetary approval. Appointment date is open; July 1, 1986 is preferred Application date closes when position is filled. Applications should be sent to: Dr. G.W Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITÉ DE SHERBROOKE. Département de chimie. Professeur à temps complet en chimie analytique ou en chimie physique. Poste offert sous réserve de l'obention des crédits nécessaires. Participer à l'enseignement aux niveaux des 1er, 2e et 3e cycles; enseigner la chimie analytique au niveau du 1er cycle; développer un programme de recherche; diriger des étudiants aux niveaux de la maîtrise et du doctorat. Être titulaire d'un doctoral en chimie et avoir, de préférence, une formation de chercheur dans les applications analytiques du laser. Traitement selon les normes de la convention collective. Faire parvenir curriculum vitae, des titres à part de publications, un bref exposé du programme de recherche envisagé et les noms et adresses de trois personnes susceptibles de fournir des recommandations avant le 15 juin 1986 à Monsieur le doyen, Faculté des sciences, Université de Sherbrooke, Sherbrooke (Québec) J1K 2R1. N.B — Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'Université de Sherbrooke respecte le principe de l'équité en matière d'emploi.

UNIVERSITY OF ALBERTA. Chemistry. Postdoctoral fellow/research associate in the study of DNA interactive anticancer drugs We or she should have a Ph.D. in Organic Chemistry in this area of specialization and have experience in the following areas relevant drug design, handling of enzymes appropriate to metabolic activation and small scale synthesis of labeled compounds. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. However, if no such candidate is found, and in any case for a postdoctoral position, consideration will be given to candidates of any nationality. Salary range, depending on qualifications and experience $18,600 to $25,000. Applicants should arrange to have sent by May 30, 1986 a curriculum vitae and at least two letters of recommendation to Dr J William Lown, Department of Chemistry, University of Alberta, Edmonton, AB T6G 2G2

UNIVERSITE DE MONTREAL. Department of Chemistry. Applications are invited for an NSERC Research Fellowship position in Chemistry. Candidates must possess a PhD degree with postdoctorale experience in Analytical, Inorganic or Physical Chemistry. More details may be obtained by corresponding with the Department Chairman. The successful candidate will be nominated by the University for an initial 5-year term as an NSERC University Research Fellow Duties will include maintaining an active research programme, supervising graduate students and undertaking a limited amount of teaching. Application, including curriculum vitae, details of research interests and names of three referees should be sent to: Dr. R.J. Mathieson, Dean of Science, University of Victoria, Victoria, B.C., Canada, V8W 2Y2 before May 30, 1986. The University of Victoria offers equal employment opportunities to qualified male and female applicants NSERC regulations require that University Research Fellowship nominees be Canadian citizens or permanent residents at the time of nomination.

McMASTER UNIVERSITY. Department of Chemistry. NMR Spectroscopists. We are planning to make one or two appointments in the area of NMR spectroscopy in the field of doctoral and Research Associate level. The appointees will be expected to work closely with faculty members in the development and application of NMR spectroscopy to a variety of projects. Interests in metal nuclei, biological molecules or polymers would be appropriate. The appointments are available for routine work In accordance with the requirements of the Canadian Immigration Act preference will be given to Canadian citizens or permanent residents in making appointments at the Research Associate level. Direct enquiries to: Dr. Eric J. Foster, Department of Chemistry, McMaster University, Hamilton, Ontario, Canada, L8S 4M1.

UNIVERSITY OF TORONTO. Chemistry. University of Toronto, Department of Chemistry is seeking outstanding candidates for University Research Fellowship positions in Synthetic Organic Chemistry and in Experimental Physical Chemistry. Successful applicants are normally at the level of an Assistant Professor and receive research funding from NSERC for three years, with possible extension to five years. While University Research Fellowships are seriously considered for tenure stream appointments at the end of their term. In conformity with NSERC regulations only Canadian citizens or landed immigrants may hold these fellowships. Interested applicants should write, enclosing a curriculum vitae including names of references, to Professor S.G Whittington, Chairman, Department of Chemistry, University of Toronto, Toronto, Ontario, M5S 1A1, Canada

MOUNT ALLISON UNIVERSITY. Department of Chemistry. Applications are invited for a one year term appointment at the lecturer or Assistant Professor level. Applicants should hold a Ph.D. or Ph.D. near completion. The appointee will be expected to teach organic chemistry at the introductory and advanced levels (organic synthesis). It is also possible that the appointee be required to participate in first year laboratory chemistry. Facilities for research, especially with undergraduate students, will be available. The 1985-86 salary range for Lecturer is $27,179 to $32,200 and for assistant professor $26,398 to $38,002. The appointment, subject to budgetary approval, will commence September 1st at the latest. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. R.W. Adams, Head, Department of Chemistry, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Closing date for receipt of applications is May 30. Given the requirements of Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Chemistry. Postdoctoral fellow/research associate in the study of DNA interactive anticancer drugs. He or sha should have a Ph.D. in Organic Chemistry in this area of specialization and have experience in the following areas relevant drug design, handling of enzymes appropriate to metabolic activation and small scale synthesis of labeled compounds. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. However if no such candidate is found, and in any case for a postdoctoral position, consideration will be given to candidates of any nationality. Salary range, depending on qualifications and experience $18,600 to $25,000. Applicants should arrange to have sent by May 30, 1986 a curriculum vitae and at least two letters of recommendation to Dr J William Lown, Department of Chemistry, University of Alberta, Edmonton, AB T6G 2G2

UNIVERSITE LAVAL. Département de Chimie. Professeur en chimie organique. Poste offert sous réserve de l'obtention des crédits nécessaires. Participer à l'enseignement aux niveaux des 1er, 2e et 3e cycles; développer un programme de recherche; diriger des étudiants aux niveaux de la maîtrise et du doctorat. Être titulaire d'un doctoral en chimie et avoir, de préférence, une formation de chercheur dans les applications analytiques du laser. Traitement selon les normes de la convention collective. Faire parvenir curriculum vitae, des titres à part de publications, un bref exposé du programme de recherche envisagé et les noms et adresses de trois personnes susceptibles de fournir des recommandations avant le 15 juin 1986 à Monsieur le doyen, Faculté des sciences, Université de Sherbrooke, Sherbrooke (Québec) J1K 2R1. N.B — Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'Université de Sherbrooke respecte le principe de l'équité en matière d'emploi.

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UNIVERSITE DE MONTREAL. Department of Chemistry. Applications are invited for an NSERC Research Fellowship position in Chemistry. Candidates must possess a PhD degree with postdoctorale experience in Analytical, Inorganic or Physical Chemistry. More details may be obtained by corresponding with the Department Chairman. The successful candidate will be nominated by the University for an initial 5-year term as an NSERC University Research Fellow Duties will include maintaining an active research programme, supervising graduate students and undertaking a limited amount of teaching. Application, including curriculum vitae, details of research interests and names of three referees should be sent to: Dr. R.J. Mathieson, Dean of Science, University of Victoria, Victoria, B.C., Canada, V8W 2Y2 before May 30, 1986. The University of Victoria offers equal employment opportunities to qualified male and female applicants NSERC regulations require that University Research Fellowship nominees be Canadian citizens or permanent residents at the time of nomination.

COGNITIVE SCIENCE

McGILL UNIVERSITY. Research Associate, McGill Cognitive Sciences Centre, Laboratory of Applied Cognitive Science, and Assistant Professor, McGill University, Montreal. The McGill Cognitive Sciences Centre, Laboratory of Applied Cognitive Science, seeks candidates in cognitive psychology, artificial intelligence and computational approaches to cognitive science to fill three positions as Research Associate in the Centre. Qualified candidates will have strength in three areas of specialization: - applications of techniques from cognitive science and artificial intelligence to the design of intelligent tutoring systems and other computer-based instruction to support the attainment of expert levels of cognitive functioning in specific cognitive domains, such as problem-solving in medicine, technical writing, and comprehension and use of technical and data-base systems; - applications of techniques from cognitive science and artificial intelligence in the area of natural language processing to issues in applied cognitive science and education, with specialization in text production, comprehension, and parsing; - applications of techniques from cognitive science and artificial intelligence in the area of problem solving to issues in applied cognitive science and education, with specialization in domains such as medical problem solving, problem solving in science, or knowledge integration Candidates should have a doctoral degree in cognitive science, cognitive psychology, or computer science with specialization in a relevant area of artificial intelligence, and a strong research background in a field related to one or more of these research areas The appointments will take effect September 1986, 1987, or 1988 Research Associate in the McGill Cognitive Sciences Centre and as Assistant Professor in the Department most relevant to the candidate's disciplinary and research interests. Appointees will be expected to contribute to the on-going research activities of the Laboratory of Applied Cognitive Science, develop a research program, and contribute to graduate training in an appropriate cognitive science discipline The initial appointments are for three years, renewable for two years subject to a review of the laboratory's research activities by the Centre and by the Faculty of Higher Education, Science and Technology (which funds the positions) The positions are subject to budgetary approval. Faculty appointments at the end of the five year period of the grant (subject to a final positive evaluation by the Ministry) Experience during the project will be taken into account in tenure decisions A statement of qualifications, resume, and the names of three referees should be sent by June 1, 1986, to: Applied Cognitive Science Search Committee, c/o Ms. Pat Grallon, McGill University, Cognitive Sciences Centre, Laboratory of Applied Cognitive Science, 3700 McTavish St., Montreal, Québec H3A 1Y2.

McGILL UNIVERSITY. Attaché de recherche, McGill Cognitive Sciences Centre, Laboratoire de science cognitive appliquée et Professeur adjoint, McGill University. Le Laboratoire de Science Cognitive Appliquée du Centre de Sciences Cognitive de McGill est à la recherche de candidats en psychologie cognitive, intelligence artificielle et science cognitive appliquée (particulièrement l'éducation). Des candidats qualifiées sont recherchés dans les trois domaines de spécialisation suivants: application des techniques de science cognitive et d'intelligence artificielle à la mise au point de systèmes d'enseignement assisté par ordinateur et de tutorat intelligent ou permettant l'acquisition d'un niveau expert de connaissement cognitif dans des domaines tel le raisonnement médical, la rédaction technique ou la compréhension et l'utilisation de banques de textes techniques; application des techniques en science cognitive et en intelligence artificielle pour le traitement des tenques naturelles en psychologie cognitive appliquea et en éducation, avec spécialisation en production de texte, en compréhension de texte et analyse de texte par ordinateur ("parsing"); application des techniques en science cognitive et en intelligence artificielle dans le domaine de la résolution de problème, avec spécialisation dans un domaine tel le raisonnement médical, la résolution de problèmes en science ou l'intégration da connaissances. Les candidats doivent être titulaires d'un doctoral en psychologie cognitive, psychologie cognitive appliquée, ou en informatique avec spécialisation pertinente en intelligence artificielle. Ils doivent posséder une solide expérience de recherche dans un ou plusieurs de ces domaines de recherche Les postes débuteront en septembre 1986 à la fois comme attaché de recherche et comme assistant professeur dans le département le plus près du domaine et des intérêts de recherche du candidat retenu Les candidats retenus seront appelés à contribuer aux activités de recherche du Laboratoire de Science Cognitive Appliquée, à développer un programme de recherche et à contribuer à la formation aux études supérieures dans un champs approprié des sciences cognitives. La position sera initialement pour une durée de trois ans, renouvelable ensuite pour deux ans selon l'évaluation des activités du laboratoire par le Ministère de l'Enseignement Supérieur, de la Science et de la Technologie (organisme subventionnaire) Les postes pourront faire l'objet de demande de permanence, tenant compte de l'expérience aquise, après les trois ans de probabilité (sujet à une evaluation finale positive par le Ministère). Faire parvenir un curriculum vitae et les noms de trois répondants avant le 1er juin 1986 à: Applied Cognitive Science Search Committee, c/o Ms. Pat Grallon, McGill University, Cognitive Sciences Centre, Laboratory of Applied Cognitive Science, 3700 McTavish St., Montréal, Québec H3A 1Y2.

COMMUNICATION

UNIVERSITY OF OTTAWA. Department of Communication. Subject to budgetary approval, the Department of Communication of the University of Ottawa announces the opening of several full-time, tenure-track positions (rank according to experience). The department offers programs leading to an honours BA in Communication in both French and English. The two areas of specialization are: 1) Media and Culture. The study and analysis of different aspects of the interpersonal and Organizational Communication. The study and analysis of human relationships. Requirements: Doctorate or equivalent. Strong background in Communication or in a related field, interest in teaching and research in one or both of the two areas of specialization of the department. Priority will be granted to candidates who show interest and competence in New Technologies or interpersonal Communication. The candidates should have demonstrated their ability in teaching, scholarly research, publication, and bilingualism. Starting Date: July 1, 1986. Deadline for applications: May 30, 1986, or until appointment of suitable candidates. In compliance with Canadian Immigration Act, these positions are offered only to Canadian citizens and landed immigrants Candidates should submit their Curriculum Vitae and three letters of recommendation to: Dr. Hilary Horan, Director, Department of Communication, 554 King Edward, Ottawa, Ontario, K1N 6N5.

UNIVERSITÉ D'OTTAWA. Departement de communication. Sous réserve d'approbation budgétaire, le département de Communication de l'Université d'Ottawa annonce l'ouverture de deux postes de professeur à temps complet, conduisant à la permanence (sang selon expérience) au département offre des programmes de baccalauréat en arts avec concentration et spécialisation en Communication dans l'une des deux langues officielles. Les deux profils de formation sont: 1) Médias et culture. Etude et analyse des différents medias. 2) Communication interpersonnelle et organisationnelle. Etude et analyse des relations entre les personnes en situation de Communication Exigences Doctoral ou l'équivalent, solide formation en Communication ou dans un domaine connexe; intérêt pour l'enseignement et le recherche dans un ou deux des profils d'activité du département; Priorité sera accordée aux candidatures qui manifestent un intérêt et des compétences en nouvelles technologies ou en communication interpersonnelle, L'expérience dans l'enseignement et la recherche de même que des publications sont également souhaitées, tout comme le bilinguisme Entrée en fonction, le 1er juillet 1986 Date limite des candidatures: 30 mai ou jusqu'à ce que un poste soit comblé. Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents. Les candidats sont priés de faire parvenir leur curriculum vitae ainsi que trois lettres de recommandation à: Dr. Hilary Horan, directeur, Département de Communication, 554 King Edward, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

COMPUTER SCIENCE

UNIVERSITY OF OTTAWA. Computer Science. The Department of Computer Science, University of Ottawa invites applications for tenure-track positions A Ph.D in Computer Science or a closely related discipline is required. Responsibilities will include teaching at the undergraduate and graduate levels, research and administrative activities. Bilingualism is highly desirable. As an asset. In accordance to Immigration regulations this advertisement is addressed only to Canadian citizens or landed immigrants. Applications will be received until the positions are filled To apply send curriculum vitae and names of three references to Dr. J. Raymond, Chairman, Computer Science Department, University of Ottawa, Ottawa, Ontario, K1N 9B4

BRDCK UNIVERSITY. Department of Computer Science and Information Processing. Applications are invited for a tenure-track position at the Assistant or Associate Professor rank Applicants should have a Ph.D. in Computer Science or a related field and/or equivalent in-

dustrial or commercial experience. Applicants will be expected to participate fully in the instruction and development of the undergraduate program; they will also be expected to establish research programs in their areas of interest. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae and the names of three referees, should be sent as soon as possible to Dr. D. McCarthy, Chairman, Dept. of Computer Science & Information Processing, Brock University, St. Catharines, Ontario, L2S 3A1

THE UNIVERSITY OF ALBERTA. Department of Computing Science. The Department of Computing Science is undergoing an extensive expansion of research initiatives. Applications are invited for four tenure-track positions at the Assistant/Associate Professor level. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Candidates from all areas will be considered. Current hardware support includes an Amdahl 5860, a network of VAX 11/780's, and well equipped mini and micro laboratories. Computer laboratories for graphics, VLSI, and AI research Access to a Cybet 205 is available Salary range is $30,316 to $48,300 and is commensurate with qualifications and experience Send curriculum vitae, names of three references, and up to three reprints or papers. New Ph D's should also include a copy of their transcript Apply to: Dr. Lee White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2H1. Applications will be accepted until May 31, 1986. The University is an equal opportunity employer

UNIVERSITY OF NEW BRUNSWICK - SAINT JOHN CAMPUS. Computing Science. Applications are invited for a tenure/track position in the Division of Mathematics, Engineering and Computer Science Candidates should have a PhD in Computer Science or related field or demonstrated equivalent achievement in education and research. Preference will be given to those with expertise in the areas of data analysis, AI, management and programming languages. Candidates with lesser qualifications (MSc) may be considered for appointment at the lecturer rank. Responsibilities include teaching at the undergraduate level, research, and the usual administrative activities. Salary and rank commensuate with qualifications and experience Curriculum Vitae and names of three referees should be sent to Dr. P McGanan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B., E2L 4L5. The appointment will be effective July 1, 1986. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO. Computer Science. The University of Waterloo invites applications for a faculty position at the Assistant Professor level. A recent Ph.D. in Computer Science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered. Salary according to experience. Applications should include a curriculum vitae and the names of three references and should be directed to Professor R.B. Simpson, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. Applications from women applicants are particularly welcome.

ATHABASCA UNIVERSITY. Computer Applications in Business. Subject to budgetary approval Administrative Studies seeks an Associate Professor in Computer Applications in Business to write and deliver courses like Microcomputer Applications in Business, and to work with other academics to develop courses like Computer Technology and Communications and Management Simulations. Ph.D., D.B.A. or an equivalent combination of education and experience. Appointment expected January 1, 1987. Position open until filled Send letter of application, including a detailed Curriculum Vitae and the names of three referees to Gloria Steel, Personnel Services, Athabasca University, Box 10,000, Athabasca, Alberta, T0G 2R0.

LAURENTIAN UNIVERSITY. Computer Science. Applications are invited from men and women for faculty positions in Computer Science at Laurentian University beginning August 1, 1988 Tenure stream positions will be available at both the junior and senior level. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send letters of application, C.V., and names of 3 references to Dr. S. Sanatani, Chairman, Department of Mathematics & Computer Science, Laurentian University, Sudbury, Ontario, P3E 2C6.

UNIVERSITE LAURENTIENNE. Informatique. Le Département de Mathématiques et d'informatique de l'Université Laurentienne sollicite des candidatures (hommes et femmes) pour les postes en informatique à partir du 1er août 1986. Le rang et le salaire seront fonction des qualifications et de l'expérience (qualification minimale: maîtrise en informatique). L'Université a l'obligation d'augmenter le nombre des cours offerts en français et par conséquence on accordera la préférence aux candidats capables d'enseigner de tels cours Conformement aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus. Les candidatures incluant un C.V. et le nom de trois répondants doivent être adressées avant le 30 juin 1986 au Professeur S. Sanatani, Directeur, Département de Mathématiques et d'Informatique, Université Laurentienne, Sudbury (Ontario) P3E 2C6

UNIVERSITY OF ALBERTA. Computing Science. Applications are invited for a Faculty Service Officer, which is a full time academic position, as Laboratory Director, in the Department of Computing Science. Responsibilities include the planning and supervision of instructional laboratories and the promotion of innovations in instructional methodology. Candidates should have considerable relevant academic experience, curriculum planning, teaching experience, course development and supervisory experience As well, a thorough salary but a Ph.D. in Computing Science, is preferred Salary will be commensurate with qualifications and experience, starting at a minimum of $38,170. Departmental instructional laboratory facilities currently include four time-sharing terminal laboratories, connected to the University Amdahl 5860 mainframe computer, three MacIntosh PC Labs operated stand-alone or connected to the mainframe, a logic lab, and a micro-computer lab. A VAX 11/780 is largely devoted to several undergraduate courses, running under a UNIX operating system. Applications, including a detailed resume and the names of three academic references, should be submitted to Lee J. White, Chairman, Dept. of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2H1. The University of Alberta is an equal opportunity employer. The closing date for applications is July 31, 1986 or earlier if a qualified candidate is found.

DENTISTRY

THE ASSOCIATION OF CANADIAN FACULTIES OF DENTISTRY/L'ASSOCIATION DES FACULTES DENTAIRES DU CANADA wishes to announce that the ACFD/ICADR XIV Biennial Conference on Dental Education & Research will be held June 7 -13, 1986 at the Nollaws aga Inn, Allaire, N.S., Toronto, Ontario For further information contact: Mrs. Stella M. Taylor, Administrative Assistant, The Association of Canadian Faculties of Dentistry, 5059 Dentistry Pharmacy Building, University of Alberta, Edmonton, Alberta, T6G 2N8, Tel: (403) 463-8371

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. Applications are invited for a full time faculty position in the Division of Removable Prosthodontics, Department of Restorative and Prosthetic Dentistry, College of Dentistry, University of Saskatchewan. Graduate qualifications at the Masters level in Prosthodontics is desirable Responsibilities would include the clinical and didactic teaching of undergraduate students. Research and scholarly work in related areas is expected. Consulting and private practice privileges to a maximum of two half days per week are permitted, either on or off base. The appointment, effective July 1, 1986, will be probationary and will be at the level of Assistant Professor. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary and rank commensuate with qualifications and experience. Interested applicants should send curriculum vitae and related documentation with at least three names for reference purposes to: Dr. S. Cheney, Chairman, Prosthodontics Search Committee, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0

UNIVERSITY OF SASKATCHEWAN. COLLEGE OF DENTISTRY. Oral and Maxillofacial Surgery. Full-time position available - July 1, 1986. Responsibilities include clinical and didactic teaching of undergraduate students, research and some administrative duties. Opportunity for private practice and hospital privileges at affiliated hospitals. Salary including supervision of dental interns. Previous academic and research experience desirable. Completion of an accredited training program in oral and maxillofacial surgery required. Salary and rank commensuate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letter of application and curriculum vitae, together with three names for reference purposes should be sent to: Dr. D.L. Singer, Head, Department of Diagnostic & Surgical Sciences, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

ECONOMICS

UNIVERSITY OF SASKATCHEWAN. Department of Economics. A tenure track position at the Assistent Professor level will be open July 1, 1986 (subject to budgetary confirmation). We would consider candidates in any area of theoretical or applied microeconomics, macroeconomics, or econometrics. Candidates should have the Ph.D. in hand or firmly expected and show promise in research and teaching. Salary is commensurate with qualifications. Send application, including curriculum vitae and names of three referees, to Professor C.D. Gerrard, Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRANDON UNIVERSITY. Economics. The Department of Economics invites applications for a one-year leave replacement, commencing September 1st 1986, to teach introductory courses, Principles of Economics, Money and Banking, and Macroeconomic Theory. Preference will be given to candidates with Ph.D. however ABD will be considered. Qualifications: Lecturer - M.A. or equivalent, Assistant Professor - Ph.D. or M.A with a record of research. Current salary basis: Lecturer $22,894; Assistant Professor $28,795. Closing Date. When position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please arrange for Curriculum Vitae, transcripts and three letters of reference to be sent to Doctor Peter John C Hordern, Dean, Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9, Canada.

EDUCATION

SIMON FRASER UNIVERSITY, Faculty of Education. Associate Professor of Curriculum (tenure track). Requirements include Doctorate, university teaching experience, evidence of research interests and established record of scholarship. To teach undergraduate and graduate courses in curriculum theory and implementation, supervise graduate students and contribute to research in the area of curriculum. The appointment will be effective September 1, 1986, contingent upon funding. Preference will be given to candidates eligible for employment in Canada at the time of application. Send full curriculum vitae and the names of three referees to Dr. Jaap Tuinman, Dean of Education, Simon Fraser University, Burnaby, B.C., V5A 1S6. Applications will be accepted until May 31, 1986.

SAINT MARY'S UNIVERSITY. Education. Saint Mary's University Faculty of Education is accepting applications for a full-time two-year term position in Curriculum and Instruction commencing September 1, 1986. Applications in Educational Psychology would also be an advantage. Candidates should have interest and teaching experience in Curriculum Theory, Research, Teaching Methodology. Responsibilities include teaching B.Ed., master's, and in-service courses, thesis supervision, supervision of student teachers as well as pursuing an active program of research. Qualifications are Ph.D. and teaching experience. For additional Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, names of three referees and the names of three referees to: Dr. Michael MacMillan, Dean of Education, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

THE UNIVERSITY OF ALBERTA. Faculty of Education. Applications are invited for a tenure track faculty position in the Division of Removable Prosthodontics, Department of Restorative and Prosthetic Dentistry, College of Dentistry, University of Saskatchewan. Graduate qualifications at the Masters level in Prosthodontics is desirable Responsibilities would include the clinical and didactic teaching of undergraduate students. Research and scholarly work in related areas is expected. Consulting and private practice privileges to a maximum of two half days per week are permitted, either on or off base. The appointment, effective July 1, 1986, will be probationary and will be at the level of Assistant Professor. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary and rank commensuate with qualifications and experience. Interested applicants should send curriculum vitae and related documentation with at least three names for reference purposes to: Dr. S. Cheney, Chairman, Prosthodontics Search Committee, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0

UNIVERSITY OF SASKATCHEWAN. COLLEGE OF DENTISTRY. Oral and Maxillofacial Surgery. Full-time position available - July 1, 1986. Responsibilities include clinical and didactic teaching of undergraduate students, research and some administrative duties. Opportunity for private practice and hospital privileges at affiliated hospitals. Salary including supervision of dental interns. Previous academic and research experience desirable. Completion of an accredited training program in oral and maxillofacial surgery required. Salary and rank commensuate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letter of application and curriculum vitae, together with three names for reference purposes should be sent to: Dr. D.L. Singer, Head, Department of Diagnostic & Surgical Sciences, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

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ENGINEERING

UNIVERSITY OF GUELPH, School of Engineering. Applications are invited for two tenure track positions at the Assistent Professor level: one in Agricultural Engineering and one in Biological Engineering. Duties will include teaching at the undergraduate and graduate levels, research and service. Applicants should have a Ph.D. or equivalent and have teaching and research interests as shown Opportunities for interaction with colleagues in biology and in agriculture are excellent. The B.Sc. (Eng.) program in Agricultural or Biological or Water Resources Engineering is fully accredited as the professional engineering program. Laboratory and micro and mainframe computer facilities support a lecture/ A ratio of the M.Sc. and PhD. Programs. Agricultural Engineering: Agricultural structures and environment. The teaching topics are agricultural structures, and structural design, along with subject matter to support these Research interests in Engineering for Animal and Crop Production Systems An excellent support system of research farms is in place for Agricultural Engineering research approved by the Ontario Ministry of Agriculture and Food Biological Engineering: Fermentation and biological treatment. The teaching topics are in waste treatment and food process kinetics along with basic engineering subjects and an opportunity to develop further graduate courses. Research interests in environmental engineering with emphasis on animal and food waste. A major emphasis is placed on interdisciplinary work within the Guelph-Waterloo Centre for biotechnology. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is May 30, 1986, for July 1 to Sept. 1, 1986 appointment. The appointment is subject to budgetary approval. Applicants should include a detailed curriculum vitae and three references and write to: Dr. J.R. Ogilvie, P. Eng., Director, School of Engineering, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. The Electrical Engineering Department has active research programmes in many areas and has been the recipient of NSERC strategic grants on major equipment grants in the areas of Department Communication Networks, VLSI, Robotics, High Voltage. New silicon device fabrication facilities for research are planned. The Electrical Engineering Department is seeking candidates for appointment to tenure-track faculty positions. The candidates with strong backgrounds and research experience in one of the following fields will be preferred: computer-aided design, semiconductor devices, computer systems, digital signal processing, voltage and power engineering. The candidate should have a doctoral degree and a commitment to excellence in teaching at the undergraduate and graduate level. Salary and rank will be commensurate with experience. The University of Waterloo has a policy of giving consideration Ph D 's for appointment to tenure track faculty positions, normally to a rank of Assistant or Associate Professor in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, policy letter and the names of three referees to: Dr. Michael MacMillan, Dean of Education, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

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UNIVERSITY OF WATERLOO. Department of Electrical Engineering. The Electrical Engineering Department has active research programmes in many areas and has been the recipient of NSERC strategic grants on major equipment grants in the areas of Department Communication Networks, VLSI, Robotics, High Voltage. New silicon device fabrication facilities for research are planned. The Electrical Engineering Department is seeking candidates for appointment to tenure-track faculty positions. The candidates with strong backgrounds and research experience in one of the following fields will be preferred: computer-aided design, semiconductor devices, computer systems, digital signal processing, voltage and power engineering. The candidate should have a doctoral degree and a commitment to excellence in teaching at the undergraduate and graduate level. Salary and rank will be commensurate with experience. The University of Waterloo has a policy of giving consideration Ph D 's for appointment to tenure track faculty positions, normally to a rank of Assistant or Associate Professor in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, policy letter and the names of three referees to: Dr. J.W. Mark, Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Telephone: (519) 888-4016. Applications from women candidates are particularly welcome

UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. Applications are being accepted for a tenure-track position for the Automation and Control group. The successful candidate will be expected to teach, help in laboratory development and carry out research in the areas of: Production Simulation, Robotic Systems Design and Flexible Manufacturing and Computer-aided manufacturing and design. Applicants should hold a Ph.D. or equivalent and have industrial experience Applications should be sent, along with the names of three referees, to: Professor H.W. Stoll, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill this position by July 1986. Ph.D. graduates appointed as Assistant Professors wherever possible. Subject to availability of budget. Applications from women candidates are particularly welcome.

LAKEHEAD UNIVERSITY. School of Engineering. Chemical Engineering. Invites applications for a tenure track faculty position from Chemical Engineers. Preference will be given to applicants with experience in plant design. Candidates are to have a recent Ph.D., to be strong undergraduate teachers, and to be capable of conducting research in the area of specialization. Consulting activity encouraged. This ad is directed to Canadian citizens and permanent residents. Please submit resumes with the names and addresses of three referees to: Professor F. McIntosh, Acting Dean of Professional Schools and Programs, Lakehead University, Oliver Road, Thunder Bay, Ontario, Canada, P7B 5E1

LAKEHEAD UNIVERSITY. School of Engineering. Mechenical Engineering. Applications are invited for two tenure-track faculty positions from Mechanical Engineers with expertise in one or more of the following: Machine Design, CAD/CAM, Manufacturing, Solid Mechanics, Dynamics, Vibrations. Candidates are expected to have a Ph.D. to be strong undergraduate teachers, and to be capable of conducting research in the area of specialization. This ad is directed to Canadian citizens and permanent residents. Please submit resumes with the names and addresses of three referees to: Professor F. McIntosh, Acting Dean of Professional Schools and Programs, Lakehead University, Oliver Road, Thunder Bay, Ontario, Canada, P7B 5E1

QUEEN'S UNIVERSITY. Department of Mechanical Engineering. Applications are invited for a tenure-track position in the field of Thermosciences at the Assistant Professor level. The appointment, which is renewable, is for an initial three-year term, commencing during the fall of 1 August 1986. Duties will include undergraduate and graduate teaching in Applied Thermodynamics and related areas, development of research program within the established research area of Energy Supply and Utilization, and participation in Department and Faculty administrative work. Candidates of either sex are equally encouraged to apply Appropriate industrial experience and/or a Ph.D are desirable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Applications, including curriculum vitae should be sent to: Dr. C.R. Robert Kehler, Head, Department of French, Acadie University, Wolfville, Nova Scotia, B0P 1X0

ACADIA UNIVERSITY. Departmeni of French. The Department of French at Acadia University invites applications for a one-semester sabbatical replacement at the Lecturer or Assistant Professor level for the second half of the 1986-87 academic year Preference will be given to candidates with a completed Ph.D. with native or near-native command of French. Experience an asset for teaching undergraduate courses in French language. Salary will be competitive with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Applications, including curriculum vitae should be sent to: Dr. C.R. Robert Kehler, Head, Department of French, Acadie University, Wolfville, N.S., B0P 1X0.

THE UNIVERSITY OF ALBERTA. Power Electronics. Applications are invited for a tenure track position in the Power Electronics area of the Electrical Engineering Department. University of Alberta at Assistant or Associate Professor rank Current salary floors: Assistant $30,316; Associate $38,170. Applicants should have a background in solid state motor drives, power electronics and related areas. A combination of theoretical and practical experience is preferred. Modern laboratory equipment, and other resources are available in the Department. A Ph.D. and industrial experience are required. Applications will be received until June 30, 1986. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send resume and names of at least three referees to: Dr. C.R. James, Professor & Chairman, Department of Electrical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7.

ENGLISH

UNIVERSITY OF SASKATCHEWAN. English. The Department of English, University of Saskatchewan, invites applications for tenure-track appointments in literature and creative writing for the academic years 1986-87 and 1988-89. Duties will be to teach three classes a year, mostly at the senior level class in Canadian literature. The salary range, depending on qualifications, is between $29,501 and $48,677 (Assistant and Associate Professor ranges). Substantial experience in academic or creative fields is essential. A combination of experience in both areas is preferable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply to: Professor O.C. Kerr, Chairman, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

MCMASTER UNIVERSITY. English. The Department of English of McMaster University invites applications for a one-year, six-month replacement appointment at the Assistant Professor level in critical theory, with secondary strength in Canadian literature. Post-doctoral work willing an asset. A Ph.D. is required. The minimum salary for an Assistant Professor in 1985/86 is $26,570. Applications, including curriculum vitae and letters from three academic referees, should be sent to: Dr. L.A. Braswell, Chairman, Department of English, Chester New Hall 323, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1. The appointment, subject to final budgetary approval, will be effective September 1, 1986. Applications will be received until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FOOD SCIENCE

BRESCIA COLLEGE. Department of Home Economics. Applications are invited for an appointment commencing July 1, 1986. Applicants should have an MA with teaching experience preferably including food service management. RPDt is an asset. Duties include teaching food service management and undergraduate laboratory courses in food sciences. Rank and salary are dependent on qualifications. Applications including curriculum vitae, official transcripts, and the names of three referees should be sent to Dr. M. Behmke, Acting Chairman, Department of Home Economics, Brescia College, 1285 Western Road, London, Ontario, N6G 1H2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FRENCH

UNIVERSITÉ McMASTER. Département de Langues Romenes. Poste vacant en français. Le département sollicite des candidatures au poste de professeur adjoint de français pour un remplacement de dix mois à partir du 1er septembre 1986 Le poste pourrait être renouvelé pour douze mois à partir du 1 juillet 1987. Les candidats doivent détenir un doctorat Fonctions principales: enseignement de la littérature française du vingtième siècle et enseignement de la langue au niveau sousgiradué. Salaire: selon les filières et expérience. (Traitement minimum des professeurs adjoints en 1985-86 $26576 pour douze mois.) Les candidats sont priés de faire parvenir un curriculum vitae, un dossier professionnel complet et trois copies de confirmation le plus tôt possible au Dr. W Hanley, Directeur adjoint, Département de Langues Romanes, Université McMaster, 1280 Main Stieel West, Hamilton, Onfario, Canade, L8S 4M2. Le poste est soumis aux conditions budgétaires et conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens et aux résidents permanents.

ACADIA UNIVERSITY. Department of French. The Department of French at Acadia University invites applications for a nine-month sabbetical replacement at the Lecturer or Assistant Professor level for the 1986-87 academic year. Preference will be given to candidates with a completed Ph.D. with native or near-native command of French. Experience an asset for teaching undergraduate courses in French language. Salary will be competitive with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Applications, including curriculum vitae should be sent to: Dr. C.R. Robert Kehler, Head, Department of French, Acadie University, Wolfville, Nova Scotia, B0P 1X0.

ACADIA UNIVERSITY. Departmeni of French. The Department of French at Acadia University invites applications for a one-semester sabbatical replacement at the Lecturer or Assistant Professor level for the second half of the 1986-87 academic year Preference will be given to candidates with a completed Ph.D. with native or near-native command of French. Experience an asset for teaching undergraduate courses in French language. Salary will be competitive with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Applications, including curriculum vitae should be sent to: Dr. C.R. Robert Kehler, Head, Department of French, Acadia University, Wolfville, N.S., B0P 1X0.

GEOGRAPHY

MOUNT ALLISON UNIVERSITY. Department of Geogiephy. Applications are invited for a one-year replacement position at the rank of lecturer/assistant professor. The successful candidate will teach undergraduate courses in human geography, including cultural geography, cartography and field methods. It is desirable that the candidate have a Ph.D. and some teaching experience. The position will be filled elective July 1, 1986. $25-$61 salary range for lecturer $22,179 to $32,200; assistant professor $26,398 - $38,002. The department hes three full-time faculty members and a research associates connected with its Rural and Small Town Studies Programme. Applications, including a curriculum vitae and the names of three referees, should be forwarded to: Dr. L.O. McCann, Head, Departmeni of Geography, Mount Allison University, Sackville, New Brunswick, E0A 3C0 Closing date for receipt of applications is May 31, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GEOLOGY

THE UNIVERSITY OF NEW BRUNSWICK. Department of Geology. Igneous Petrologist. The Department of Geology invites applications for a faculty position in Igneous Petrology at the Assistent Professor level. The position is offered as a term appointment for 1986/87 and, subject to budgetary approval and satisfactory credentials, will become fennre track thereafter. We are seeking a petrologist to complement our existing programs in petrology and tectonics The successful candidate is expected to participate in all aspects of teaching and advising at the graduate and undergradate level es well as maintaining an active reseerch program. The Department houses a variety of facilities for petrologic research including

automated X-ray diffraction and fluorescence units and an automated atomic absorption spectrophotometer. Other analytical services are available on campus including TEM and SEM units, the latter having an EDS capability. The position will commence as soon as a qualified applicant is found. Ph.D. required. Rank and salary will be commensurate with experience and qualifications. Letters of application including a statement of current and future research, as well as a curriculum vitae, publication list and three letters of reference should be sent to Dr. John G Spray, Chairman of Search Committee, Department of Geology, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3, Canada. Closing data for applications July 1, 1986. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

GERMAN

ACADIA UNIVERSITY. Department of German. Acadia University is offering one half Lectureship. Teaching duties: 2 courses (6hrs.) each term in each of the year level of one first and the other on second or third year level. Other duties: participation in department al events, organization of German Club etc. Applicant should have M.A. degree or some years of graduate study in German, should be perfectly fluent in the language, and should show evidence of being able to use innovative teaching methods. Candidate with experience in innovative teaching methods on the beginner's level will be preferred. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens or permanent residents of Canada. Acadia University is an equal opportunity employer. Address application (CV with detailed description of teaching experience) to Anthony Hiley, Head, Department of German, Acadia University, Wolfville, N.S., B0P 1X0. Deadline for application May 15.

UNIVERSITY OF WATERLOO. Germanic and Slavic Languages and Literatures. The Department of Germanic and Slavic Language and Literature invites applications for a full-time position at the Assistant Professor level, German language and literature, starting September 1, 1987. Qualifications: Ph.D., teaching experience, strong interest in research in areas other than Modern (20th century) German literature, some evidence of scholarly publication. The availability of this position is subject to budgetary approval. While the appointment can be made at any level of the Assistant Professor salary scale, it is the intention of the University of Waterloo to fill its vacancies with well Ph.D. qualified candidates wherever possible. The present floor of the Assistant Professor level is $27,200.00. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Inquiries and resumes with three letters of reference should be sent to Professor S. Heeleri, Department of Germanic and Slavic Languages and Literatures, University of Waterloo, Ontario, N2L 3G1. The closing date is October 15, 1986. Applicatfons from women candidates are particularly welcome

HISTORY

UNIVERSITE LAVAL. Faculté des lettres. Professeur d'Histoire Socio-Religieuse du Québec. Poste à temps complet, Rang couvert. Entrée en fonction: le 1er janvier 1987. Qualifications: Doctorat en histoire. Spécialisation en histoire socio-religieuse du Québec. Avoir terminé différentes approches méthodologiques et théoriques. Description: Enseignements à tous les cycles en histoire et en sciences religieuses. Recherche dans directions de thèses dans le champ de spécialisation. Faire parvenir, avant le 1er juillet 1986, un curriculum vitae et trois lettres de recommandation à: Monsieur le Directeur, Département d'histoire, Université Laval, Québec, G1K 7P4.

BRANDON UNIVERSITY. History. The Department of History invites applications for an appointment (possibility of tenure-track) in Canadian History, commencing September 1, 1986 to teach the Canadian Survey course, Western Canada, and one other course. Preference will be given to candidates with a Ph.D. Qualifications: Lecturer - M.A. or equivalent; Assistant Professor Ph.D. or M.A with a record of research. Current salary bases: Lecturer $22,894; Assistant Professor $28,795. Closing Date: When position filled. In accordance with Canadien immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Please arrange for Curriculum Vitae, transcripts and three letters of reference to be sent to Dr. Peter Jackie, Head, Dept. of History, Faculty of Arts, Brandon University, Brendon, Manitoba, R7A 6A9, Canada.

HOME ECONOMICS

UNIVERSITY OF PRINCE EDWARD ISLAND. Assistant Professor Home Economics. Qualifications: Master's or captabla. PhD preferred, in Family Studies, Management, Education (Home Economics) or related areas. Duties: include teaching two one-semester undergraduate courses at the Senior level in human development and the family, from preb1rth through aging and death; two one semester Woman's Studies courses 'The Family of Woman', assist with two courses in home economics education, including supervision of student teaching in the schools. Salery: Dependant on qualifications and experience. Send resuma and names of 3 references to: J. Estelle Reddin, Department of Home Economics, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3; Telephone (902) 566-0475. Effective: July 1 1986 to June 30 1987. Closing date for receipt of applications, May 31st. In accordance with Canadian immigrafton requirements, this advertisement is directed to Canadian citizens and permanent residents.

INDUSTRIAL DESIGN

CARLETON UNIVERSITY. Industrial Design. Applications are invited for a faculty position in the School of Industrial Design effective 1 July, 1986. Duties will include the supervision of introductory as well as advanced product design projects and the teaching of courses in design theory. Applicants should have a Master's degree and demonstrated research in the field of industrial design, have a minimum of three years practice in industrial design and be experienced in design education. Salery and rank will be commensurala with qualifications and subject to budgetary approval. Applicants should send a detailed curriculum vitae before 1 June 1986 to the Director, School of Industrial Design, Carleton University, Ottawa, Ontario, K1S 5B6. Women as well as men are invited to apply for this position. In accordance with Canadin immigrat ion requirements priority will be given to Canadian citizens and permanent residents.

INTERNATIONAL AFFAIRS

CARLETON UNIVERSITY. International Affairs. The Norman Paterson School of International Affairs invites applications for a term appointment, subject to budgetary approval, for the academic year 1986-87 at the rank of Assistant or Associate Professor. The position is in the field of international conflict analysis, and requires expertise in strategy and security, particularly with strategic interests in the Third World, including an ability to teach and supervise at the graduate level in these fields. Applications, including curriculum vitae and the names of at least three referees, should be made by May 30, 1986 to: Brian W. Tomlin, Director, The Norman Paterson School of International Affairs, Carleton University, Colonel By Drive, Ottawa, Ontario, K1S 5B6. The position is open to both women and men. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ITALIAN

UNIVERSITY OF ALBERTA. Romance Languages. The Department of Romance Languages, University of Alberta, invites applications for a sessional appointment in Italian from 1 September, 1986, to 30 April, 1987, to replace a member of staff on leave. The successful candidate will teach a range of language and literature courses in the Department's undergraduate and MA programs. Specialization in modern literature and PhD desirable, but not essential. The minimum salary will be $20,000. Applications, to include cv and the names of three referees, are to be sent to the Chairman, Department of Romance Languages, University of Alberta, Edmonton, Alberta, T6G 2G6, and will be accepted until the position is filled. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

JEWELLERY

NOVA SCOTIA COLLEGE OF ART AND DESIGN. Jewellery. Visiting jeweller two appointments, September 2 to December 19, 1986 and January 2 to April 24, 1987. NSCAD is seeking craftspersons with professional expertise in jewellery/metalsmithing to participate in the College's jewellery program on a semester basis. The applicant will have an M.F.A or equivalent qualifications and a substantial exhibition record. The candidate will teach an introductory jewellery course and jewellery workshop. The expertise and experience of the successful candidate will determine the course content of the jewellery workshop. Salary will be $7,500 per semester plus travel expenses. Notice is directed to Canadian citizens and permanent residents. Send letters of application, resumes, names of three references and 20 slides of professional work to Alan Barkley, Dean, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia before May 30, 1986.

MATHEMATICS

CARLETON UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics wishes to sponsor strong candidates for the Natural Sciences and Engineering Research Council of Canada (NSERC) 1987-88 University Research Fellowship Competition. These Fellowships are five year research positions (with a review at the third year) and carry a teaching load of at most one course throughout the academic year. This fellowship is open to females as well as males. Interested applicants should be Canedian citizens or landed immigrants. Applicants should send their curriculum vitae and should arrange for at least three latters of reference to be sent directly to the address below. All documentation should be sent by August 15, 1986 to: Dr. M. Puttaswamaiah, Chairman, Department of Mathematics and Statistics, Carleton University, Ottawa, Ontario, Canada, K1S 5B6.

CONCORDIA UNIVERSITY. Department of Mathematics. Applications are invited for three one-year (teeve-replacement) positions at the lecturer/assistent professor level. Duties include teaching and research. The Department offers courses in Mehematics, Statistics, Operations Research and Actuarial Mathematics. Please arrange for a curriculum vilae and three letters of reference to be sent to: Dr. M.A. Malik, Chairman, Department of Mathematics, Concordia University, 1455 Boulevard Maisonneuve W., Montreal, Quebec, Canada, H3G 1M8. In accordance with Canadian Immfgration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. Mathematics and Statistics. The Department of Mathematics and Statistics at the University of New Brunswick, Fredricton, plans to have an opening for a one year replacement position for a Mathematician as of July 1, 1986, subject to budgelary approval. Ph.D. preferred. Duties to include undergraduate teaching and research. Please send a detailed curriculum vitae and the names of three references to Dr. S. Rinco, Chairman, Department of Mathematics and Statistics, University of New Brunswick, P.O Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

UNIVERSITY OF NEW BRUNSWICK. Mathematics and Statistics. The Department of Mathematics and Statistics at the University of New Brunswick plans to have an opening for a position for a Mathematician beginning July 1, 1986, subject to budgetary approval. Ph.D required. Duties include undergraduate teaching and research, graduate student supervision, and research. Send an up-to-date curriculum vita and the names of three referees to Dr. S. Rinco, Chairman, Department of Mathematics and Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

YORK UNIVERSITY. GLENDON COLLEGE. Department of Mathematics. Applications are invited for one contractually limited position at the level of Associate Professor commencing July 1st, 1986 in the Mathematics Department of Glendon College. Renewal of the appointment is possible for a second year. Requirements The candidates should hold a Ph.D. in mathematics having specialized in algebra, although other specializations will also be considered. The ability to teach in both French and English is mandatory. Duties: in addition to teaching and research, the successful candidate will be expected to participate in the administration of the Department and the development of its programme. Please arrange for a curriculum vitae and three letters of reference to: Professor David Spring, Mathematics Department, Glendon College, York University, 2275 Bayview Avenue, Toronto, M4N 3M6. Application deadline: June 1, 1986. The availability of this position is subject to final approval of budgetary authorization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ YORK. COLLEGE GLENDON. Département de Mathématiques. Le Département de Mathématiques du Collège Glendon, Université York sous réserve de disponibilité budgétaire, sollicite des candidatures pour un poste de Professeur Adjoint, de la durée d'un an, à commencer du 1er juillet 1986. Les candidats auront un doctoral en Mathématiques avec spécialisation en algèbre bien que d'autres spécialisation seront aussi prises en considération. L'enseignement dans les deux langues, anglais et français, est obligatoire. Ce poste pourrait être renouvelé. Les responsabilités comprendront, outre l'enseignement, la recherche et la participation au développement du programme du Département. Veuillez envoyer votre curriculum vitae et trois lettres de références au Professeur David Spring, Département de Mathématiques, Collège Glendon, Université York, 2275 Avenue Bayview, Toronto, M4N 3M6. Candidatures seront acceptées jusqu'au 1er juin. Contormement aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

THE UNIVERSITY OF BRITISH COLUMBIA. Dept. of Math. Applications are invited for two tenure/track positions in the Department of Mathematics to fill vacancies in each of the lollowing areas: (1) Applied Analysis and (2) Geometry/Topology, for the academic year commencing 1 July 1986. These positions are subject to final budgetary approval. Candidates must have a Ph.D. and demonstrated research potential for research and ability to teach undargraduate and graduate courses in the Department. Salary commensurate with experience and research record. Applicants must include a compiela C.V. and arrange for at least three latters of reference to be mailed directly to: Head, Departmenl of Mathematics, The University of British Columbia, Vencouver Canada, V6T 1Y4. Applications received after May 1, 1986 will be considered only if a position remains unfilled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY. Department of Mathematics. The Department of Mathematics invites applications for a position at the rank of Professor beginning June 1, 1987. (Currani base salary for rank of Full Professor is $46,820.) Applications from all fields will be considered Candidates must have a strong research record CV and the names of three references should be sent to: Dr. M.A. Malik, Chairman, Department of Mathematics, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, Canada, H3G 1M8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date is November 30, 1986

UNIVERSITY OF WATERLOO. Applied Mathematics. The Department of Applied Mathematics at the University of Waterloo wishes to sponsor strong candidates for the NSERC 1986-87 University Research Fellowship Competition. These fellowships are 5-year research positions Duties of a University Research Fellowship include spending one full course in Mathematics and some supervision of graduate research. The research areas of the Department are varied. Areas of strength include: applied differential geometry and relativity, quantum theory of matter and its surfaces, applied nonlinear differential equations, fluid mechanics and foundations of statistical mechanics. Applicants should be Canadian citizens or Landed Immigrants. Interested candidates should send their Curriculum Vitae to: Chairman. Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. They should also arrange for at least 3 letters of reference to be sent to the above address. Applications should be received by July 1, 1986. Applications from women candidates are particularly welcome

UNIVERSITY OF WATERLOO. Mathematics. Department of Combinatorics and Optimization. Applications are invited for a position at the level of Assistant, Associate or Full Professor in the area of Combinatorics and/or Combinatorial Optimization, starting July 1, 1986. For a senior appointment, the primary criterion for selection will be the quality of the candidate's research accomplishments and the recognition they have received. This excellence in research should be complemented by effective teaching at both the undergraduate and graduate levels. For a junior appointment, selection will be based on the potential for excellence in research and teaching. Salary and rank will be commensurate with qualifications and experience. Interested individuals should send resumes and the names of three referees to: Dr. R.G. Stanton, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval. The University of Waterloo prefers to make junior appointments; however, in exceptional circumstances with outstanding qualifications, a senior appointment will be considered Applications from women candidates are particularly welcome.

UNIVERSITY OF WATERLOO. Mathematics. Combinatorics and Optimization. Applications are being accepted for a position at the level of Professor in the area of Continuous or Discrete Optimization, starting on or before September 1, 1986. A PhD degree is required and candidates should have proven ability, or the potential, for excellent research and effective teaching Responsibilities will include the supervision of graduate students. It is desirable that the candidates have some interest in the application of optimization techniques to problems of importance in industry and commerce. The appointment is expected to enhance the Department's ability to support education in the area of Operations Research and Optimization. Enseignement dans les deux langues, anglais et français, est obligatoire. Ce poste pourrait être renouvelé. Les responsabilités comprendront, outre l'enseignement, la recherche et la participation au développement du programme du Département. Veuillez envoyer votre curriculum vitae et trois lettres de références au Professeur David Spring, Département de Mathématiques, Collège Glendon, Université York, 2275 Avenue Bayview, Toronto, M4N 3M6. Candidatures seront acceptées jusqu'au 1er juin. Contormement aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

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SIMON FRASER UNIVERSITY. Department of Mathematics and Statistics. NSERC University Research Fellows The Department of Mathematics and Statistics of Simon Fraser University is seeking strong candidates for NSERC University Fellowships. The term of these Fellowships is normally five years and Fellows are selected by the Natural Sciences and Engineering Research Council on a competitive basis. Compensation will be at the Assistant Professor level. Nominees should be Canadian citizens or permanent residents at the time of nomination, which would be in the Fall of 1986. Those interested in applying for these Fellowships should write to Mathematics and Statistics Department at Simon Fraser University are invited to submit curriculum vitae, transcripts and three letters of references to: Dr. G.A.C Graham, Chairman, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada

MEDICINE

UNIVERSITY OF SASKATCHEWAN. Pedfatrics. Alvin Buckwold Centre, Department of Pediatrics, at the University Hospital and University of Saskatchewan will have an opening for a physician specializing in mental retardation and inborn errors of metabolism. This is a full time academic (non tenure track) position at the Assistant Professor level. The Alvin Buckwold Centre is a multidisciplinary consultative centre providing diagnosis, treal ment, counselling, as well as teaching and research in the field of paediatric neurology. As part of the prevention program the Centre has a biochemistry lab for the diagnosis and treatment of inborn errors of metabolism. The physician will work as a member of the multidisciplinary team under the overall direction of the Medical Director. It is essential that the applicant has experience of working with handicapped children, has good counselling skills and has a strong community oriented approach. The applicant will be in charge of the diagnostic and treatment program for inborn errors of metabolism and therefore experience in this subspecialty is necessary. More information can be obtained from Dr. W. Zaleski, Director, Alvin Buckwold Centre Application should be mailed to Dr. W Zaleski, University Hospital, Saskatoon, Sask., S7N 0X0.

UNIVERSITY OF SASKATCHEWAN. Academic Psychiatrist Required. A psychiatrist with an Adult General Psychietry background with interest in consultation psychiatry is required in the Department of Psychiatry, College of Medicine, University of Saskatchewan This position Is a fulltime appointment at an appropriate rank with benefits commensurate to the position. The incumbent will practise in the 524-bed University Hospital with an active emergency, outpalient, consultation service and a 39-bed inpatient psychiatry unit. The successful candidate will be actively involved in undergraduate and postgraduate Psychiatry and Family Medicine teaching programs. There will be an emphasis placed on scholarly activity and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please refer to position No. 86-0-D.L. Keegan, M.D., F.R.C.P.(C), Professor and Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0, (306) 966-8222

UNIVERSITY OF ALBERTA. Division of Cardiology. The University of Alberta Division of Cardiology is seeking an accredited cardiologist interested in direct the cardiac electrophysiology laboratory at the University of Alberta Hospital. The incumbent must participate in clinical teaching and research activities of the Division and must have expertise in invasive electrophysiological diagnostic techniques. Interested applicants should be qualified in medicine and hold the Fellowship of the Royal College of Physicians and Surgeons of Canada or an equivalent Canadian Medical Certification. The rank and salary will be commensurate with training and experience. All qualified individuals are encouraged to apply, but preference will be give to Canadian citizens and permanent residents Please submit curriculum vitae and the names and addresses of 3 references to: Dr. R.E. Rossall, 2C2 W.C. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, T6G 2R7.

UNIVERSITY OF TORONTO. Department of Mathematics. Toronto, Ontario, M5S 1A1, Canada. The Department of Mathematics, University of Toronto is looking for strong applicants in pure or applied mathematics to nominate as candidates for NSERC 1987 Fellowships beginning July 1, 1987. These are five year research positions (subject to a review in the third year) with a teaching load of only one course per year One of the five years may usually be taken as a sabbatical. Successful candidates may in special circumstances be considered directly for a tenure-stream position Applicants should be mathematicians with a relatively recent doctorate and a strong record of research their ability with some substantive postthesis research accomplishment They must be Canadian citizens or landed immigrants by November 1, 1986 University of Toronto encourages both men and women to apply for these fellowships. Applicants should send an up to date curriculum vitae and a short description of their research program to Professor T. Bloom, Chairman, and arrange to have sent three letters of reference. This material should arrive before Monday, September 15, 1986. The Department's choice of candidates will be made in late September, and the final decision by NSERC is announced (by NSERC) in the spring.

SIMON FRASER UNIVERSITY. Department of Mathematics and Statistics. NSERC University Research Fellows The Department of Mathematics and Statistics of Simon Fraser University is seeking strong candidates for NSERC University Fellowships. The term of these Fellowships is normally five years and Fellows are selected by the Natural Sciences and Engineering Research Council on a competitive basis. Compensation will be at the Assistant Professor level. Nominees should be Canadian citizens or permanent residents at the time of nomination, which would be in the Fall of 1986. Those interested in applying for these Fellowships should write to Mathematics and Statistics Department at Simon Fraser University are invited to submit curriculum vitae, transcripts and three letters of references to: Dr. G.A.C Graham, Chairman, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada

MEDICINE

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UNIVERSITY OF SASKATCHEWAN. Academic Psychiatrist Required. A psychiatrist with an Adult General Psychietry background with interest in consultation psychiatry is required in the Department of Psychiatry, College of Medicine, University of Saskatchewan This position Is a fulltime appointment at an appropriate rank with benefits commensurate to the position. The incumbent will practise in the 524-bed University Hospital with an active emergency, outpalient, consultation service and a 39-bed inpatient psychiatry unit. The successful candidate will be actively involved in undergraduate and postgraduate Psychiatry and Family Medicine teaching programs. There will be an emphasis placed on scholarly activity and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please refer to position No. 86-0-D.L. Keegan, M.D., F.R.C.P.(C), Professor and Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0, (306) 966-8222

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UNIVERSITY OF TORONTO. The Charles H. Basl Professorship In Medical Research. The University of Toronto is seeking applications for the Chair of Medical Research in the Faculty of Medicine which honours the memory of Dr. Charles H. Best, co-discoverer of insulin. Candidates for the position should have achieved international recognition in an area of investigation related to the life sciences. This is a full-time appointment. The incumbent will be relieved of major teaching, service and administrative responsibilities, and will be encouraged to develop graduate and/or postgraduate training program. The term of appointment will be for five years with the possibility of renewal. The successful candidate will hold a tenured academic appointment in the Banting and Best Department of Medical Research or may hold an active hospital appointment. Tha Departmeni's curreni research interests lie in endocrinology, molecuiar biology, immunology, neurobiology and differentiation It would be desirable if the candidela's research, in e broad sense, sent three Letters of Reference. This material should arrive before Monday, September 15, 1986. The Department's choice of candidates will be made in late September, and the final decision by NSERC is announced (by NSERC) in the spring.

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UNIVERSITY OF SASKATCHEWAN. Pedfatrics. Alvin Buckwold Centre, Department of Pediatrics, at the University Hospital and University of Saskatchewan will have an opening for a physician specializing in mental retardation and inborn errors of metabolism. This is a full time academic (non tenure track) position at the Assistant Professor level. The Alvin Buckwold Centre is a multidisciplinary consultative centre providing diagnosis, treal ment, counselling, as well as teaching and research in the field of paediatric neurology. As part of the prevention program the Centre has a biochemistry lab for the diagnosis and treatment of inborn errors of metabolism. The physician will work as a member of the multidisciplinary team under the overall direction of the Medical Director. It is essential that the applicant has experience of working with handicapped children, has good counselling skills and has a strong community oriented approach. The applicant will be in charge of the diagnostic and treatment program for inborn errors of metabolism and therefore experience in this subspecialty is necessary. More information can be obtained from Dr. W. Zaleski, Director, Alvin Buckwold Centre Application should be mailed to Dr. W Zaleski, University Hospital, Saskatoon, Sask., S7N 0X0.

UNIVERSITY OF SASKATCHEWAN. Academic Psychiatrist Required. A psychiatrist with an Adult General Psychietry background with interest in consultation psychiatry is required in the Department of Psychiatry, College of Medicine, University of Saskatchewan This position Is a fulltime appointment at an appropriate rank with benefits commensurate to the position. The incumbent will practise in the 524-bed University Hospital with an active emergency, outpalient, consultation service and a 39-bed inpatient psychiatry unit. The successful candidate will be actively involved in undergraduate and postgraduate Psychiatry and Family Medicine teaching programs. There will be an emphasis placed on scholarly activity and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please refer to position No. 86-0-D.L. Keegan, M.D., F.R.C.P.(C), Professor and Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0, (306) 966-8222

UNIVERSITY OF ALBERTA. Division of Cardiology. The University of Alberta Division of Cardiology is seeking an accredited cardiologist interested in direct the cardiac electrophysiology laboratory at the University of Alberta Hospital. The incumbent must participate in clinical teaching and research activities of the Division and must have expertise in invasive electrophysiological diagnostic techniques. Interested applicants should be qualified in medicine and hold the Fellowship of the Royal College of Physicians and Surgeons of Canada or an equivalent Canadian Medical Certification. The rank and salary will be commensurate with training and experience. All qualified individuals are encouraged to apply, but preference will be give to Canadian citizens and permanent residents Please submit curriculum vitae and the names and addresses of 3 references to: Dr. R.E. Rossall, 2C2 W.C. Mackenzie Health Sciences Centre, University of Alberta, Edmonton, Alberta, T6G 2R7.

UNIVERSITY OF TORONTO. The Charles H. Basl Professorship In Medical Research. The University of Toronto is seeking applications for the Chair of Medical Research in the Faculty of Medicine which honours the memory of Dr. Charles H. Best, co-discoverer of insulin. Candidates for the position should have achieved international recognition in an area of investigation related to the life sciences. This is a full-time appointment. The incumbent will be relieved of major teaching, service and administrative responsibilities, and will be encouraged to develop graduate and/or postgraduate training program. The term of appointment will be for five years with the possibility of renewal. The successful candidate will hold a tenured academic appointment in the Banting and Best Department of Medical Research or may hold an active hospital appointment. Tha Departmeni's curreni research interests lie in endocrinology, molecuiar biology, immunology, neurobiology and differentiation It would be desirable if the candidela's research, in e broad sense, sent three Letters of Reference. This material should arrive before Monday, September 15, 1986. The Department's choice of candidates will be made in late September, and the final decision by NSERC is announced (by NSERC) in the spring.

MICROBIOLOGY

UNIVERSITY OF ALBERTA. Medical Microbiology & Infectious Diseases. Postdoctoral position available to study immunological, biochemical and molecular biological espects of viruses causing persistent infections in the central nervous system. Candidates should have a recent PhD or MD with experience in immunology or molecular biology techniques Positions are available for a period not exceeding three years with a selary range starting at CDN $21,800 /annum. Please send a current C.V., relevant reprints and the names and addresses of three references to: Dr. Aimo Salmi, Virus Pathogenesis Research Unit, Department of Medicel Microbiology & Infectious Diseases, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7.

MIDDLE EAST/ ISLAMIC STUDIES

UNIVERSITY OF TORONTO. Department of Middle East and Islamic Studies. Tenure-stream appointment, assistant professor, in Modern Arab History and Thought Qualifications: Ph.D. Command of Arabic essential. Competence in

to encourages both women and men to apply for positions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

THE UNIVERSITY OF ALBERTA. Medicine. Research associate/post doctoral position Areas of research. Isolation and characterization of guanine nucleotide binding protein(s) in phagocytic leukocytes. Polyphosphoinositide metabolism in dispersed cells and various other tissues Ph.D. in Biochemisiry or Pharmacology required Salary range $22,000 to $28,000 depending on experience. An associate would be funded for a minimum of 3 years. Candidates should send curriculum vitae and names of references before June 15, 1986 to: Dr. K. Wong, Department of Medicine, University of Alberta, Edmonton, Alberta, T6G 2G3. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requfrements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Immunologist. Assistant/Associate Professor. Applications are invited for a tenure track position in the Department of Microbiology, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan Applicant should have a Ph.D. or M.D. degree with an active research program in immunology, preferably cellular immunology. The department has undergraduate teaching responsibilities in the Health Sciences (Medicine, Dentistry, Nursing and Pharmacy) and the College of Arts and Sciences. The department offers a graduate degree program at the M.Sc. and Ph.D. level, and the applicant will be expected to participate in training of graduate students. The faculty of the Department of Microbiology in the College of Medicine includes basic science microbiologists, virologists, and immunologists, as well as medical microbiologists and infectious disease physicians. We are presently 13 faculty in the department There is an opportunity to supervise and develop the Department of Clinical Microbiology Immunology Section within the Department of Clinical Microbiology in the University Hospital but acceptance of these responsibilities is not a requirement for this position. The Deparment of Clinical Microbiology within the University Hospital incorporates sections of Bacteriology, virology, immunology and infection control It has a staff of 42, including 6 with teaching responsibilities in the university Send curriculum vitae and names of three references and description of research interest by June 1, 1986 to: William L. Albritton, M.D., Ph.D., Head, Deparlment of Microbiology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Preference will be given to Canadians and landed immigrants.

QUEEN'S UNIVERSITY. Respirologist. A Geographic Full Time academic position is available in the Division of Respirology, Department of Medicine, Queen's University, Kingston, Ontario, Canada. Candidates must have a minimum of three years of training and be competent in critical care medicine and fiberoptic bronchoscopy. An individual is sought who is able to develop a high quality clinical research program while participating in an active clinical respirology program and undergraduate and graduate teaching. Academic rank and salary commensurate with experience. Position available July 1986 In accordance with Canadian immigration requirements this advertisement is directed to Canadian Citizens and permanent residents. Candidates of both sexes are encouraged to apply. Send curriculum vitae and names of three referees to: Dr. H.B Dinsdele, Professor and Head, Department of Medicine, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

UNIVERSITE DE SHERBROOKE. Microbiologie. Two positions available Immediately 1. Postdoctoral fellow (salary about $20,000) to collaborate in a research program on the molecular biology of oncogenes and DNA lumor viruses 2. Research associate (salary about $30,000) to assist a staff member in the direction of graduate students and technicians. to collaborate in a research program on oncogenes and to develop this research program. Applicants in this field Applicants should forward a curriculum vitae to: Dr. Marcel Bastin, Departement de Microbiologie, Universite de Sherbrooke, Sherbrooke, Que., J1H 5N4

Turkish or Persian Studies a definite asset. Duties consist of teaching and research and candidates must demonstrate clear strength in both. Appointment to begin on July 1, 1987. Salary $27,000.00 (current base for rank). Send curriculum vitae and/or dossier to: Prof. J.R. Blackburn, Chairman, Department of Middle East and Islamic Studies, University of Toronto, Toronto, Ontario, M5S 1A1 by September 1, 1986, and arrange for three academic references to be sent directly to the same. This advertisement is directed in the first instance to Canadian citizens and landed immigrants. In accordance with government regulations

MUSIC

UNIVERSITY OF ALBERTA. Department of Music. Position: Sessional Lecturer or Visiting Assistant Professor of Music. Teaching responsibilities: teaching of undergraduate courses in Music Theory, Aural Skills, and/or Composition. Qualifications: M Mus or Ph D in Music Theory or composition, teaching experience highly desirable. Salary: $20,000 - 21,000 depending on qualifications and experience. Send letter of application, curriculum vitae, and graduate transcripts to Dr. R.A. Stangeland, Chairman of Department of Music, University of Alberta, Edmonton, Alberta, T6G 2C9. Three confidential letters of reference should be sent directly by the referees. Term of appointment: September 1, 1986 through April 30, 1987. Applications will be accepted until position is filled. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Music Education. Applications are invited for a tenure-stream appointment at the rank of Assistant Professor in the Music Education Division of the Faculty of Music. Qualifications: Ph.D. or equivalent in music education with specialization in choral or instrumental music education, a proven research interest and capability is required, preferably with emphasis on empirical research and statistical procedures. The candidate must be prepared to teach several undergraduate music education courses in addition to choral or instrumental techniques and research. Expectation of future graduate teaching. Salary commensurate with qualifications and experience. Address application with C.V. and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Canada, M5S 1A1. Effective date of appointment: July 1, 1986. Closing date: when position filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Music Education. Applications are invited for a tenure-stream appointment at the rank of Assistant Professor in the Music Education Division of the Faculty of Music. Qualifications: Ph.D. or equivalent in music education with specialization in choral or instrumental music education, a proven research interest and capability is required, preferably with emphasis on empirical research and statistical procedures. The candidate must be prepared to teach several undergraduate music education courses in addition to choral or instrumental techniques and research. Expectation of future graduate teaching. Salary commensurate with qualifications and experience. Address application with C.V. and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Canada, M5S 1A1. Effective date of appointment: July 1, 1986. Closing date: when position filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Music Education. Applications are invited for a tenure-stream appointment at the rank of Assistant Professor in the Music Education Division of the Faculty of Music. Qualifications: Ph.D. or equivalent in music education with specialization in choral or instrumental music education, a proven research interest and capability is required, preferably with emphasis on empirical research and statistical procedures. The candidate must be prepared to teach several undergraduate music education courses in addition to choral or instrumental techniques and research. Expectation of future graduate teaching. Salary commensurate with qualifications and experience. Address application with C.V. and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Canada, M5S 1A1. Effective date of appointment: July 1, 1986. Closing date: when position filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Music. Lecturer or Assistant professor, 1-year, non-renewable appointment, M.A., Ph.D. or equivalent; musicologist specializing in Medieval/Renaissance periods. 3 Teaching of undergraduate courses. Research and collegial activities. Assistance with Collegium Musicum. 4. Salary commensurate with rank. 5. Letters of application together with curriculum vitae and letters of reference should be sent to: Dr. F.R.C. Clarke, Head, Department of Music, Queen's University, Kingston, Ontario, K7L 3N6. 6 Starting date, September 1, 1986. 7 Application deadline, June 15, 1986. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian Citizens and permanent residents

ST. FRANCIS XAVIER UNIVERSITY. Department of Music. Position: Percussion Instructor and performer. Duties: Undergraduate percussion instruction, Jazz Studies program. Other duties would include classroom instruction in some of the following areas depending on background and training: Music Theory, Jazz History, Jazz Pedagogy. Qualifications: Masters degree, minimum. Professional performing experience. University teaching experience preferred. Rank: Lecturer. Appointment: Starting September 1, 1986. Salary: Dependent upon qualifications and experience. Application Deadline: When position is filled. Application: Send resume, cassette tape of performances, and three letters of recommendation to: Dr. Geraldine Buike, CNO, Department of Music, Box 108, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

NURSING

UNIVERSITY OF NEW BRUNSWICK. Faculty of Nursing. Position: Part-time Co-ordinator of the Post-RN Degree Programme. Qualifications: Graduate preparation in nursing or related field, with demonstrated ability in a clinical area. Preference will be given to the candidate who has experience in teaching post-RN students. The successful applicant must be able to relate effectively with other faculty teaching in the programme, and with peers and colleagues in the University and in the community. She must be a self-starter and, have above average organization and communication skills. Location: The successful applicant will be located in Fredericton New Brunswick. The programme is also provided on the university's campus at Saint John, N.B. and through a combination of on-site visits and teleconferencing in Bathurst, N.B. and in Charlottetown, P.E.I., so that some travel can be expected. Responsibilities: To co-ordinate the post-RN programme; chair the post-RN committee of Faculty; co-ordinate future development, implementation and evaluation of the programme, work with relevant persons in the province to develop clinical areas for student practice, to assist in the selection of students into the programme. Rank and salary will be commensurate with qualifications and experience. Depending on qualifications and experience, this is either a 2 year term contract or a tenure track position. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and the names, addresses and phone numbers of 3 references to: J. McWhirter, Dean, Faculty of Nursing, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3

OTTAWA-CARLETON REGIONAL HEALTH UNIVERSITY COMPLEX OF TAWA. Nursing. The Ottawa-Carleton Regional Health Department and The University of Ottawa are seeking a bilingual community nurse specialist in the nursing team in the new Teaching Health Unit. Requirements: Masters degree, Bilingualism (English and French); Clinical experience in Public Health Nursing or Community Mental Health, Innovative program planning and evaluation experience desired. Annual salary (1985 rate): $36-540 to $37,988. Send Curriculum vitae and the names of three professional references to: Mrs. Catherine Keys, Director of Nursing, Ottawa-Carleton Regional Health Unit, 495 Richmond Road, Ottawa, Ontario, K2A 4A4; or Dr. Madame Mejan McGee, Professeur et Directrice, Ecole des sciences infirmières, Université d'Ottawa, 451, chemin Smyth, Ottawa (Ontario). K1H 8M5.

UNITE SANITAIRE DE LA REGION OTTAWA-CARLETON/UNIVERSITE D'OTTAWA. Soins infirmiers. Le Service de santé régional d'Ottawa-Carleton et l'Université d'Ottawa recherchent une(e) infirmier(ère) spécialiste bilingue en soins communautaires qui fera partie de l'équipe des soins infirmiers au sein de la nouvelle unité sanitaire d'enseignement. Conditions requises: Bilinguisme (anglais et français); Expérience clinique en soins infirmiers publics ou en santé mentale communautaire; Expérience de la planification et de l'évaluation de programmes innoveleux serait un aloui. Traitement annuel (Taux de 1985) — 36 540$ - 37 988$. Veuillez faire parvenir votre curriculum vitae et le nom de trois références professionnelles à: Madame Celhenne Keys, Directrice des soins infirmiers, Unité sanitaire de la région d'Ottawa-Carleton, 495, chemin Richmond, Ottawa (Ontario), K2A 4A5; ou Madame Mejan McGee, Professeur et Directrice, Ecole des sciences infirmièlas, Université d'Ottawa, 451, chemin Smyth, Ottawa (Ontario). K1H 8M5.

PHARMACEUTICS

THE UNIVERSITY OF BRITISH COLUMBIA. Pharmaceutics. Applications are invited for a tenure track position at the level of Assistant Professor in the Division of Pharmaceutics and Biopharmaceutics, Faculty of Pharmaceutical Sciences. Applicants must have a Ph.D. and a professional degree in Pharmacy (a highly desirable). The successful candidate is expected to participate in teaching at the undergraduate and graduate level, to supervise graduate students and to develop an active research program. Preference will be given to applicants with research interests in dosage form design and drug targeting including the biopharmaceutics of therapeutic delivery systems. Current research interests of members of the Division of Pharmaceutics and Biopharmaceutics include solid state pharmaceutics, crystal induced diseases, drug and metabolite pharmacokinetics and drug analysis. Start Date: 1 September 1986 (for an initial appointment to 30 June 1988, renewable subject to satisfactory review). Minimum Salary Expectation: $30,000.00 per annum (this salary is negotiable dependent on experience and qualifications) The appointment is subject to the budgetary approval. Deadline for applications: 15 June 1986. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a curriculum vitae, a letter of application outlining your future interests, and a list of three referees to: Dr. John H. McNeill, Dean, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2194 Health Sciences Mall, Vancouver, B.C., V6T 1W5. For further information, please contact Dean McNeill at (604) 228-2343.

UNIVERSITY OF SASKATCHEWAN. College of Pharmacy. Applications are invited for a full-time faculty position in the field of Continuing Pharmacy Education. The successful applicant will be expected to fulfill the following responsibilities: To serve as Director of Continuing Pharmacy Education for the Saskatchewan Pharmaceutical Association. To teach at the undergraduate and graduate level in an established area of scholarship and expertise, e.g., the measurement and maintenance of professional competence, and the purpose and effectiveness of continuing education. To develop a programme of scholarship in the study of professional competence and other related areas. Qualified applicants should possess a Pharmacy degree and an advanced degree, preferably Ph.D., in adult education or a field related to the responsibilities of the appointment. Rank and salary will be commensurate with the candidate's qualifications and experience. The position is available July 1, 1986. Applicants should submit a letter of intent with a curriculum vitae to: J.L. Summers, Assistant Dean and Chairperson, Search Committee, College of Pharmacy, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

PHILOSOPHY

McMASTER UNIVERSITY. Research Associate - History of Mathematics. The Bertrand Russell Editorial Project at McMaster University, Hamilton, Ontario, Canada is preparing an edition of Bertrand Russell's shorter writings and certain unpublished books. The edition will include some ten volumes of his philosophical papers. Subject to budgetary approval, the Project has a vacancy for a Research Associate in the history of mathematics to assist in the preparation of the philosophical papers. Applicants should have special knowledge of late nineteenth and early twentieth century mathematics (particularly in the foundations of mathematic). Fluency in French and/or German would be an advantage. A Ph.D. degree is preferred. The work will involve the identification and transcription of manuscripts (primarily those written by Russell between 1895 and 1913) as well as the preparation of documentary and annotation required for a scholarly edition. The post offers the successful applicant the opportunity to work closely with a highly qualified research assistant as well as opportunities for independent research in the Russell Archives at McMaster University. Responsibility will begin on a mutually agreeable day and will be for one year with the possibility of employment for a longer period. Salary will be in the $20,000 range for applicants holding a Ph.D. degree. Applicants should send a curriculum vitae and the names of three referees to: The Managing Editor, The Bertrand Russell Editorial Project, McMaster University, Hamilton, Ontario, Canada, L8S 4M2. Please submit your application as soon as possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This announcement supercedes all previous advertisements

PHYSICAL EDUCATION

UNIVERSITY OF ALBERTA. Department of Physical Education and Sport Studies. The Department of Physical Education and Sport Studies, University of Alberta, will be making a senior appointment for the 1986 Summer Session, July 28 to August 15, 1986, to teach the following graduate-level course: Physical Education 569 Sport and Society. Applicants should have a doctoral degree, extensive academic background in socialist sport (especially knowledge of the Soviet system), and experience in the area. Salary for the position will be $2,586. Please send application to: Dr. A.E. Wall, Chairman, Department of Physical Education and Sport Studies, PAV-421, Van Vliet Centre, University of Alberta, Edmonton, Alberta, T6G 2H9. Deadline for applications is May 31, 1986. The University of Alberta is an Equal Opportunity Employer but in accordance with Canadian immigration requisitions this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE OE SHERBROOKE. Département de kinanthropologie. Professeur régulier à temps complet démarrage le 1er juillet, avec spécialisation au niveau de l'acquisition et des modifications de comportements dans le processus d'activité physique et plétéiabilement dans celui du conditionnement physique et des habiludes de vie. Poste pouvant mener à la permanence. Tâches: Les tâches usuelles pédegogiques parmi les suivantes: consuilelion en matière de condition physique et d'habiludes de vie; stialégies d'intervention acteurs physiques; facteurs humains influençant la pratique de l'activité physique, psychologie de la performance, évaluation de l'activité physique et en français aux 1er et 2e cycles et faire de la recheiche dans le secteur d'expertise précité. Posséder de préférence une formation au 3e cycle ou, à défaut, ainsi qu'une formation académique ou une expérience pertinente en activité physique. Traitement selon les normes de la convention collective. Faire parvenir curriculum vitae, noms et adresses de trois personnes susceptibles de fournir des recommendations, copies des lettres à part des trois dernières publications ou communications avant le 31 mai 1986 à Monsieur le doyen, Feculé d'éducation physique, sports, Université de Sherbrooke, Sherbrooke (Québec) J1K 2R1. N.B. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité accordée aux citoyens canadiens et aux résidents permanents L'Université de Sherbrooke respecte le principe de l'équité en matière d'emploi.

UNIVERSITÉ LAURENTIENNE. Education Physique. L'Université Laurentienne sollicite des candidatures pour deux postes en Education Physique. Entrée en fonctions: le 1er septembre 1986. Exigences: Qe préférence un doctorat en éducation physique ou le maîtrise avec expérience. Tâches: enseigner en français des cours de premier cycle dans les domaines suivants: poste No. 1: physiologie, physiologie du irevail, un cours de la liste du poste No. 2; Poste No.2: une combinaison de cours dans certains des domaines suivants: psychologie des sports, contrôle du stress, principes de l'administration, aspects philosophiques de l'éducation physique, histoire de l'éducation physique, sociologie de l'éducation physique, croissance et développement physique de l'homme, haumatologie, principes de l'éducation en plein air, leadership en éducation en plein air, aspects kinésiologiques. Réference requises concernant l'enseignement au niveau universitaire Conditions: Traitement selon la convention collective. La préférence sera accordée aux candidats bilingues. Adresser se candidiature au: Professeur P. Demeyere, Chef de département, Division de l'Education Physique, Université Laurentienne, Chemin du Lac Ramsey, SUDBURY (Ontario), P3E 2C6.

PHYSICS

SIMON FRASER UNIVERSITY. NSERC University Research Fellows. The Department of Physics at Simon Fraser University is soliciting applications for NSERC University Research Fellowships (URF). Successful candidates will be appointed to a limited-term faculty position and, given a prescribed level of performance, they will be considered for appointment to a tenure-track position after four years. Candidates should have one or more years of post-doctoral experience and an outstanding research record. The department has excellent experimental facilities for the support of research programs in cellular biophysics, liquid and condensed matter physics in general. We particularly wish to encourage applicants with research programs in these areas but strong candidates in any field of physics are invited to apply. NSERC University Research Fellowships are open to Canadian citizens or those currently holding permanent resident status in Canada. Candidates should send a curriculum vitae and arrange for three letters of reference to be forwarded by August 1, 1986 to Dr. J.C. Irwin, Chairman, Department of Physics, Simon Fraser University, Burnaby, B.C., V5A 1S6.

UNIVERSITY OF WATERLOO. Physics. The Department of Physics is offering several positions in the general field of research work in the areas of experimental and theoretical solid state physics, biophysics, atomic, molecular and optical physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Prof J.D. Lesile, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration leuirements, this advertisement is directed to Canadian citizens and permanent residents. Other applications from women candidates are particularly welcome.

PHYSIOLOGY

THE UNIVERSITY OF MANITOBA. Neuioscience - Cerebrovascuier. Applications are invited for a position in neuroscience at the University of Manitoba Faculty of Medicine Preference will be given to individuals with experience and a continuing interest in research in the brain and metabolism, with some expertise in nuclear magnetic resonance. The successful candidate will be encouraged to develop an independent laboratory in an environment with ample opportunity to collaborate with other researchers in clinical and basic neuroscience. Appointments Candidates should have a Ph.D or equivalent, have two or more years of post-doctoral training and be eligible to compete for local and national scholarship awards. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada Send curriculum vitae, outline of future research plans, and arange for three letters of reference to be sent to Dr. H.G. Friesen, Professor and Head, Department of Physiology, University of Manitoba, Winnipeg, Manitoba, R3E 0W3, Canada Deadline for receipt of applications is 1 July 1986.

THE UNIVERSITY OF MANITOBA. Cardiovascular Pharmacology/Biochemical Electrophysiologists. The Department of Physiology, University of Manitoba, invites applications for two positions from young investigators to build a field of Experimental Cardiology to be appointed at the level of Assistant Professor. The successful candidates will be expected to compete for long term research fellowship awards and develop their independent research programs as well as collaborate with other members of the department. Applicants with backgrounds in molecular biology and electiophysiology are encouraged to submit their curriculum vitae, an outline of their research interests as well as to arange for three letters of reference to be sent to Dr. Henry G. Friesen, Professor and Head, Department of Physiology, Faculty of Medicine, University of Manitoba, Winnipeg, Manitoba, R3E 0W3, Canada. Deadline for application is 1 June 1986. The University of Manitoba is an Equal Opportunity/Affirmative Employer, but in accordance with Canadian immigration regulations, first given to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF MANITOBA. Naurophysiology. Applications are invited for a position in neuioscience at the Assistant Professor level in the Department of Physiology, Faculty of Manitoba Faculty of Medicine Candidates should have a Ph.D. or equivalent with post-doctoral training, and be eligible to compete for local and national scholarship awards. Send curriculum vitae, an outline of future research plans, and arange for three letters of reference to be sent to Dr. H.G. Friesen, Professor and Head, Department of Physiology, University of Manitoba, Winnipeg, Manitoba, R3E 0W3. Canada. Receipt of applications is 1 June 1986. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

POLITICAL SCIENCE

UNIVERSITY OF NEW BRUNSWICK. Political Science. The Department of Political Science anticipates an opening (possibly tenure-track) at the level of Assistant Professor, subject to budgetary approval. A completed Ph.D. is required for appointment at the rank of Assistant Professor. Salary will be commensurate with relevant experience. The position, if approved, will involve undergraduate and graduate teaching as well as research in the areas of (1) Soviet Government, (2) Soviet Foreign Policy, (3) Politics in Eastern Europe, (4) Marxism-Leninism and (5) the Communist Party and the Communist Revolutionary. Applications, including a current curriculum vitae and the names of at least three referees, should be sent to the Chairperson, Department of Political Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Political Science. Applications are being accepted for a faculty position from individuals in comparative politics with teaching and research interests in one or more of (i) Soviet politics (ii) Eastern European politics (iii) Chinese politics. Ph.D required. Salary will depend on qualifications. Appointment effective September 1, 1986 or by arrangement. Appointment available until May 30, 1986 or until position filled. Send resumes to Dr. T.J. Downey, Chairman, Department of Political Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval. It is the intention of the University of Weiieloo to fill its vacancies with recent Ph.D graduates appointed as Assistant Professois wherever possible. Applications from women candidates are paiticularly welcome

CONCORDIA UNIVERSITY. Faculty of Arts & Science. Department of Political Science. Applications are invited for a two-year term appointment in the Department of Political Science at the level of assistant professor. The position may be reviewed in two years and there is a possibility that it will become a tenure track position. Applications will be expected to teach in the following fields: Political Theory, Canadian Government and Methodology. Requirements: Completed Ph.D., with teaching and research experience. Deadline: June 30, 1986. To apply, forward curriculum vitae to: Dr. Henry Kellerhals, Chairman, Department of Political Science, Concordia University, 1455 deMaisonneuve Blvd. W., Montreal, Quebec. H3G 1M8

PSYCHIATRY

QUEEN'S UNIVERSITY. Department of Psychiatry. Queen's University, Kingston, Ontario, seeks a Director and Head in Psychiatry, effective July 1, 1987. This is a senior level geographical full-time position which requires candidates to have a strong and proven background in teaching, administration, and research. They must also have considerable experience in the field of Child and Adolescent Psychiatry, and be willing to work with non-medical professionals. The incumbent will be located in a general hospital setting and be responsible for the clinical, teaching and administration for Child Psychiatry Services and resident training of child psychiatric specialists within the University Services curently involve the general hospital outpatient clinics, a juvenile court clinic, and inpatients and consultation services. The Division is also affiliated with and provides services to the regional children's hospitals. Candidates of both sexes are equelly encouraged to apply. It should be noted that this advertisement is directed particularly toward Canadian citizens and permanent residents. Please reply in confidence before June 30, 1986 to: W.M. D., F.R.C.P.(C), Chairman, Department of Psychiatry, Queen's University, Kingston, Ontario, K7L 3N6.

PSYCHOLOGY

LAKEHEAD UNIVERSITY. The Department of Psychology will sponsor a University Research Chair in the Natural Sciences & Engineering Research Council of Canada at the starting level for 1986 competition. Candidates should have a Ph.D. in Experimental Psychology preferably in Cognitive Neuro-Science, otherwise any specialty area within Cognitive Psychology will be considered. Responsibilities include active research in area of specialization and teaching one course at undergraduate or graduate level. This position could lead to a tenure track academic appointment within the Department of Psychology in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. A curriculum vitae and the names of three referees should be sent to Professor G.R. Weller, Vice-President (Academic), Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1.

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of Psychology. 1. Title: One-term position (9 months) at the rank of Assistant Professor. 2. Qualifications: Candidates should have a PhD degree in Experimental Psychology and strength in one or more of the following: physiological/neuroscience, animal, human experimental. A strong interest in research is an asset. 3 Responsibilities: Teaching undergraduate courses in one or more areas of experimental psychology, depending upon the candidate's fields of expertise. 4 Minimum Salary 1985 $6 (subject to review). Assistant Professor $28,745. 5. Applications should include a curriculum vitae, and the names of three references sent to Dr. J. Don Read, Chairmen, Department of Psychology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: September 1, 1986. 7. Closing Date: June 30, 1986. 8. In accordance with Canadian immigration, this advertisement is directed to Canadian Citizens and permanent residents of Canada.

QUEEN'S UNIVERSITY. Faculty of Arts and Science. Department of Psychology. Queen's National Scholar Position. Applications are invited for a Queen's National Scholar position in the Department of Psychology The successful candidate will be in the early to middle stages of her/his career and will have a well established record of research and teaching. Selection will be based on academic excellence. Current departmental priorities are in the areas of multivariate analysis/measurement theory, forensic/correctional, industrial-organizational and clinical psychology. Candidates in other areas will also be considered. This appointment will be for an initial five year term leading to a tenure track position. Salary will be commensurate with qualifications and experience. Candidates of both saxes are encouraged to apply in accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, together with a curriculum vitae and the names of three referees, should be submitted to: Head, Department of Psychology, Queen's University, Kingston, Ontario, K7L 3N6, Canada

ATHABASCA UNIVERSITY. Psychology. Subject to budgetary approval Liberal Studies seeks an Assistant Professor in Psychology to write, revise and deliver courses in Psychology Ph.D. is required, specialty open, commitment to innovative teaching approaches to introductory psychology is important. Some knowledge of distance education is desirable. Salary commensurate upon qualifications and experience Appointment expected July 1, 1986. Send letter of application including a detailed Curriculum Vitae and the names of three referees to Gloria Sleel, Personnel Services, Athabasca University, Box 10,000, Athabasca, Alberta. T9S 2R0

CONCORDIA UNIVERSITY. Department of Psychology. Applications are invited for limited term appointments beginning September 1, 1986. Primary responsibility is for undergraduate teaching in first year courses in Research Methods and in upper year courses in Learning, Motivation, Personality, Physiological and Behavioural Methods. Applicants must hold a Ph.D. degree and should be prepared to make a research contribution in the Department. Candidate is potentially convertible into a tenure track position in Clinical psychology beginning June 1, 1987 (subject to budgetary approval). Applicants for this position should have a Ph.D in clinical psychology with a one-year doctoral internship; should have active, developing research programme, and should be capable of making a teaching contribution to a CPA and APA-accredited Ph.D. programme in Psychology. Salaries for all positions are competitive and commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Applicants should submit a curriculum vitae and samples of scholarly work, and should arenge to have at least three letters of recommendation sent directly to Dr. Tannis Abbuckle Maclean, Chairman, Department of Psychology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Application deadline: when position are filled.

PUBLIC ADMINISTRATION

DALHOUSIE UNIVERSITY. School of Public Administration. Applications are invited for a tenure track position as Assistant Professor of Public Sector Administration with particular emphasis on Compensation and Collective Bargaining, Personnel and Public Sector Management. Responsibilities include teaching in the personnel and management field, research and the supervision of student projects. Ph.D. must be completed ABD at the related field, some practical experience in Canadian public sector personnel management is highly desirable. Rank and salary commensurate with qualifications and experience. Dalhousie University is an equal opportunity employer in the hiring of women candidates. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Applications including curriculum vitae and three references should be addressed to: Dr. A Paul Pross, Director, School of Public Administration, Dalhousie University, 1229 LeMarchant Street, Halifax, Nova Scotia, B3H 4H6

RESEARCH ASSOCIATE

UNIVERSITY OF WINDSOR. Great Lakes Institute. University of Windsor, Great Lakes Institute invites applications for a research associate position to commence July 1, 1986. Applicants should have a Ph.D in Environmental Engineering and multi-disciplinary environmental science/life science background with experience in environmental analysis and pollution research. The duties involve coordinating a multi-disciplinary research project on the environmental impacts of changes in Great Lakes water levels and participating in other Great Lakes Institute research projects. Salary is commensurate with qualifications and experience. Applicants should send curriculum vitae and names of three references to: Professor P.D. Hebert, Great Lakes Institute, University of Windsor, Windsor, Ontario, N9B 3P4. Closing date is June 1, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY OF ALBERTA. Research Associate. An experienced scientist with a Ph.D. in Biochemistry or related field is sought to help run a laboratory comprising two technicians, post-doctoral fellows and graduate students. The laboratory is engaged in two areas of research: 1) An examination of lipid metabolism as a function of membrane composition in tissue cultured cells, and 2) The use of biological macromolecules as carriers of drugs and enzymes. The successful applicant will be expected to establish his/her own research program in addition to assuming other responsibilities within the laboratory. Salary will be commensurate with experience. The position is for 3 years initially, effective December 1986. Apply in writing with the names of 3 references to Dr. Mark J. Krzeminski, Associate Dean, Faculty of Medicine, University of Alberta, Edmonton, Alberta, Canada, T6G 2R7 by May 31. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

RUSSIAN

THE UNIVERSITY OF WESTERN ONTARIO. Department of Modern Languages and Literatures. 1. Leave replacement (8 months) in Russian Studies. 2. Ph.D. required, native or near-native fluency in Russian, proven ability to teach Russian Literature, willingness to teach literature and civilization courses in English. Record of publication desirable. 3. Teaching and research in Russian language and literature. 4. Salary to be negotiated. 5. William J. Cameron, Chairman, Modern Languages and Literatures, University of Western Ontario, London, Ontario, N6A 3K7. 6. Effective: September 1, 1986. 7. Deadline: July 31, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer.

SCIENCES DE L'ADMINISTRATION

UNIVERSITE LAVAL. Faculté des sciences de l'administration. La Faculté des sciences de l'administration de l'Université Laval invite les personnes intéressées à enseigner au niveau des trois cycles universitaires et à faire de la recherche, à soumettre leur candidature. Cet enseignement et cette recherche pourraient être reliés à l'une des disciplines suivantes: Comptabilité, Finence of assurance, Management, Marketing, Systèmes d'information, Économie appliquée à la gestion, Systèmes de décision et de la Gestion des opérations. Nous offrons des postes aux rangs d'adjoint, d'agrégé ou de titulaire. Les personnes intéressées doivent posséder un doctoral ou être sur le point de l'obtenir. Les conditions d'emploi sont régies par la convention collective en vigueur. Les dates d'entrée en fonction sont à partir du 1er juin 1986. S'il vous plaît, faire parvenir votre curriculum vitae à: Jean-Marc Martel, vice-doyen, Faculté des sciences de l'administration, UNIVERSITE LAVAL, Québec G1K 7P4.

SOCIAL SCIENCES

CARLETON UNIVERSITY. Social Sciences. Carleton University, Faculty of Social Sciences, invites applications annually from distinguished senior scholars, women and men, to teach at the graduate level as a Visiting Professor for a 6-12 month period in the following discipline areas: Business, Economics, Geography, Law, Political Science, Public Administration, Psychology, Sociology & Anthropology, Social Work, International Affairs, Soviet & East European Studies. The applicant should have a record of internationally recognized published scholarship, and offer work of an interdisciplinary character attracting students from several disciplines in the Faculty. Applications in any calendar year by 31 March, to the Dean of Social Sciences, Carleton University, Ottawa, Ontario, K1S 5B6.

SOCIOLOGY

UNIVERSITY OF PRINCE EDWARD ISLAND. Department of Sociology and Anthropology. 1. Lecturer in Sociology, Semahl term (Sabbatical replacement). 2. M.A. required, Ph.D. preferred, experience in teaching sociological methods strongly desired. 3. Required teaching: one first and one second semester course in sociological methodology and methods; one year of one section of introductory sociology; two upper-level sociological electives. 4. Salary: Depending on qualifications - maximum $25,500. 5. Please send letter of application and C.V. to: Richard Wills, Chairman, Department of Sociology & Anthropology, University of Prince Edward Island, 550 University Avenue, Charlottetown, P.E.I, C1A 4P3. 6. Effective date of appointment: September 1, 1986. 7. Closing date for receipt of applications: June 10, 1986. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Department of Sociology and Anthropology. Subject to budgetary considerations, applications are invited for a probationary tenure-track position at the Assistant Professor level in the area of criminology and criminal justice. Candidates should be knowledgeable of the Canadian criminal justice system and able to participate in the supervision of an undergraduate placement program. Candidates with a completed Ph.D., teaching experience and publications will be given preference. Curriculum vitae, names of three referees, copies of publications and/or reports of research in progress should be sent to: Professor John Harp, Chair, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario, K1S 5B6. Salary is commensurate with rank and experience. Effective date of employment: July 1, 1987. Application deadline: November 1, 1986. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents. Open to both women and men.

THEATRE

UNIVERSITY OF OTTAWA. Theatre. The Department of Theatre of the University of Ottawa invites applications for the position of Visiting Professor for the 1986 - 1987 academic year. Primary responsibilities will involve teaching acting and directing courses at the undergraduate level and directing one student production. Secondary responsibilities will include teaching theatre history, dramatic theory, or introduction to the theatre. Applicants should have substantial practical theatre experience preferably in directing. Some experience teaching at the university level would be an asset. Since the University of Ottawa and the Department of Theatre are bilingual, a knowledge of French is desirable although not indispensable. Salary commensurate with qualifications and experience. Applicants should send a detailed curriculum vitae, and arrange for three letters of reference to be sent to: Peter Froehlich, Chairman, Department of Theatre, University of Ottawa, 112 Waller Street, Ottawa, Ontario, K1N 6N5. The deadline for receipt of applications is May 30, 1986.

TOURISM MANAGEMENT

SIMON FRASER UNIVERSITY. Natural Resources Management Program. Applications are invited for a tenure-track position at the Assistant Professor level rank beginning 1 September 1986 subject to budgetary authorization. The appointee will develop an area of specialization in tourism planning and policy development and teach graduate courses ranging from tourism marketing to human resource development, direct graduate research, and conduct personal research in a dynamic interdisciplinary program. A Ph.D. degree and practical experience are desired. Preference will be given to candidates eligible for employment in Canada at the time of application. Closing date: 15 June 1986 or until filled. Send curriculum vitae, transcripts, samples of relevant publications, and request three referees to send confidential letters of recommendation directly to: Dr. J.C. Day, Natural Resources Management Program, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN. Department of Veterinary Microbiology. The department is seeking applicants for a tenure track position in Pathogenic Bacteriology. The candidate must have a D.V.M. or equivalent and a PhD or similar evidence of post-graduate training in veterinary microbiology. A broad background of knowledge of the infectious diseases of domestic animals caused by bacteria, mycoplasma and fungi is also required. Experience in running a diagnostic laboratory would be an advantage. The successful applicant's duties would include the formal teaching of infectious diseases of domestic animals and wildlife at the second year level of a four-year veterinary course and significant involvement with final year and graduate students in clinical microbiology. Supervision of the diagnostic bacteriology of the department will be shared with one or more colleagues on a year-round basis. The development of an active research programme with external support and involvement in administrative and committee work will be expected. Level of appointment and salary will be commenserate with qualifications and experience. The position of Head of the Department will be open in 1987 and an applicant with an interest in this area and appropriate experience and talents would be considered for this appointment. In accordance with the Canadian Immigration requirements, this notice is directed first to Canadian citizens and permanent residents. The deadline for applications will be August 31, 1986. Applicants are requested to submit a curriculum vitae and the names of 3 references to: Dr. A.D. Osborne, Professor and Head, Department of Veterinary Microbiology, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

ZOOLOGY

UNIVERSITY OF GUELPH. Department of Zoology. The Department of Zoology has a tenure-track position at the assistant professor rank for a terrestrial vertebrate ecologist. The successful applicant will be expected to teach undergraduate courses including those in terrestrial vertebrate ecology or management, and develop a research and graduate program. The deadline for applications is June 1st 1986. In accordance with immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications including a curriculum vitae and the names of three referees should be sent to Professor R.C Anderson, Chairman, Department of Zoology, College of Biological Science, University of Guelph, Guelph, Ontario, N1G 2W1. Position subject to final budgetary approval.

ACCOMMODATION

FOR RENT: Montreal, Summer 1986 to Summer 1987, exact dates flexible. Charming furnished Victorian house located adjacent Westmount Park. Excellent public transport, easy walk downtown. Enclosed garden, 3/4 bedrooms, 2 baths, office, very quiet. Negotiable. Call Gary Johns at (514) 933-8750 or write to 130 Irvine, Westmount, P.Q., H3Z 2K2

EXCHANGE OF FLATS. Offer: flat in Heidelberg, Germany, 5 rooms, fully furnished. Wanted: flat or house near Montreal for a family with one child (fellowship from the Canadian Government). Time: 6 Months, beginning September 1986 or later. Contact Thomas Feltes, PhD, MA, Institute of Criminology, University of Heidelberg, Friedrich-Ebert-Anglage 6-10, 6900 Heidelberg, West Germany

TORONTO. House For Rent. Furnished, 4 bedroom executive 2-story 2 1/2 baths, den, finished basement, modern kitchen, A/C; near schools, tennis, golf, arena, subway Yonge-York Mills area. Available July 1, 1986-June 30, 1987. $2,100/mo. Contact P. Sadowski, 92 Beechwood Ave., Willowdale, Ont., M2L 1J5; (416) 225-8508

TORONTO - apartment for rent. Completely furnished 3-bedroom, 1 1/2 bathrooms, all appliances, parking. High Park area, pleasant and convenient location. $1300 per month. No pets. Adults. Available July 1, 1986 - Aug 31, 1987. Call (416) 762-8592, mostly evenings.

LUXUEUX 3 1/2 meublé près de l'université de Montréal, libre pour l'été. Calme, verdure propreté. 514-878-1962 poste 3603; 514-342-5377.

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system will rise. But the cost increases are modest in any given year, and the Board accepted the model. We believe the Board accepted it because it represented reasonable answers to the proper questions.

Facilitating negotiations:

With career patterns defined in relation to F, annual salary negotiations reduce to changing scales; increments do not have to be negotiated separately. Changing the pattern of careers becomes part of changing the collective agreement. This seems a more useful way of dividing the negotiating process, and it has other benefits. David Balzarini has shown, in this *Bulletin* and other forums, that salaries for younger academics have fallen the most, in real terms, during the last 15 years. The Lethbridge model makes it clear that increasing F benefits all faculty, and it could help to encourage a reversal to that unpalatable trend. Because n is isolated by the model, it could also encourage attempts to reduce n. Given the average Canadian academic salary structure in 1983/84, reducing n by five years would result in an increase of roughly $80,000 over a career, ignoring discounting. This actually understates the value of this increase, since the bulk of it comes during the years when spending demands are heaviest.

Some slightly-related thoughts

What is a salary scale?

Last year, ULFA took the view that salary scales were implicit contracts. This interpretation is not unreasonable: the collective agreement is part of a faculty member's contract when hired, and it contains a clear statement of future salaries, given satisfactory performance. These salaries, while of necessity stated in money terms, are a commitment in real terms. It will surprise no reader to learn that, when a contract of, say, 10 years ago was compared to actual salaries paid faculty members, hired 10 years ago, over those 10 years, the latter, after deflating with appropriate price indices, were considerably lower, and the two series grow steadily apart. ULFA argued that the Board had a contractual obligation to bring salaries up to the implicit contract levels, in real terms. The Board, needless to say, rejected our argument, but couldn't substitute a plausible alternative interpretation of the meaning of salary scales. *If scales have any real meaning, they must be considered implicit contracts*; this requires keeping scales up in real terms. This, in turn, means not accepting increments as a substitute for scale increases which fail to match inflation.

"Paid in arrears":

Ignoring discounting, a $1,000 increment is worth $43,000 to a 30-year old faculty member who expects to retire at 65 and die at 75. Discounting will reduce this figure somewhat, but the point remains: faculty members collect over many years for current performance. Universities are paying for today's performances in lengthy arrears. Because yesterday's boards paid faculty in arrears, today's boards are paying salaries for yesterday's performances. Viewed this way, the so-called "deadwood" problem, a problem which grows as the faculty ages, is seen as an artefact of the increment system.

Older faculty who are not performing at levels as high as younger faculty are, nevertheless, being paid more than younger faculty because they are collecting, in arrears, for their own higher level performances when they were younger. "Deadwood" is not a problem with today's faculty; it is a problem with yesterday's board's reward system. That system is the same as today's board's reward system. To assert that "deadwood" is a problem is to assert that this reward system is fundamentally flawed.

Discrimination by age: solaries or increments?

A faculty member at the University of Lethbridge, upon learning that his increment would be smaller because his salary was above 2F, threatened to sue ULFA and the Board of Governors once the Charter of Rights came into force, using discrimination on the basis of age as his grounds. His argument was that he should get the same monetary reward — meaning increment — as a younger faculty member whose performance has been the same. This misses the point; it is his salary that is his real reward, and his increment is lower only because his salary is higher. If anyone has grounds for complaining about discrimination on the basis of age, it is the younger faculty member who is getting a (sometimes substantially) lower salary for the same performance. Because performance is rewarded with increments, all universities discriminate in salaries on the basis of age. It will be interesting to see if this question is ever brought to a court. The type of evidence accepted by the courts as showing discrimination in academic salaries on the basis of sex would show dramatically greater discrimination on the basis of age. This particular problem, too, is an artefact of rewarding performances in arrears.

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d'université, qui constitue en soi un genre de reflet faisant rapport sur d'autres reflets, donne très peu d'indications fiables sur les transformations précédemment mentionnées et qui sont les seules qui comptent. Surtout, elle ne peut rendre compte des transformations sur lesquelles les professeurs n'ont produit aucune publication professionnellement reconnue, tout en conservant des textes qui en rendent compte.

En troisième lieu, l'action recommandée, pour le meilleur ou pour le pire, devrait rappeler aux universitaires qu'il vaut mieux s'en remettre aux professeurs eux-mêmes en ce qui concerne la planification et le contrôle du travail universitaire et la prise de décision que ces deux dernières fonctions requièrent. Il faut laisser le bon grain et l'ivraie pousser ensemble.

L'administration universitaire quant à elle, d'une part, devrait concentrer tous ses efforts à apporter le meilleur support qui soit aux professeurs dans l'accomplissement de leurs fonctions. Par exemple, elle pourrait voir à la mise sur pied de canaux de publication non conventionnels qui permettraient aux professeurs non formés au type de recherche la plus couramment pratiquée dans le milieu universitaire de s'exprimer.

D'autre part, elle pourrait également porter une attention toute stratégique à ce qui se passe à l'entrée et à la sortie du système universitaire, là où s'engagent les professeurs lors du début ou de la fin de leur carrière. Peut-être que seulement là un document comme le rapport Lacroix pourrait avoir une valeur opérationnelle. Mais il reste que, à cause de sa valeur toute relative, l'administration devrait s'en servir avec toutes les réserves qui s'imposent, comme d'ailleurs elle devrait toujours le faire dans le cas de tout rapport du même genre.

IN/PRINTS (Information was supplied by the publisher.)

E.J. PRATT: The Truant Years 1882-1927, David G. Pitt, University of Toronto Press, 1984. A chronicle of the 1st forty-five years in the life of narrative poet E.J. Pratt, from his upbringing in Newfoundland as the 3rd child of a Methodist preacher, to his arrival in Toronto and subsequent acclaim as a writer through the publication of such works as "The Witches' Brew" and "Titans". David Pitt teaches at Memorial University, Newfoundland.

THE INDEPENDENCE MOVEMENT IN QUEBEC: 1945-1980, William D. Coleman, University of Toronto Press, 1984. "The most politically developed challenge to Canada as an entity and hence the most immediate is the movement for political sovereignty in the province of Quebec." This analysis of the "quiet" revolution and the independence movement centres on the cultural and ideological changes, combined with the development of various social classes, which eventually led to the movement seeking political autonomy in Quebec. The author teaches at McMaster University.

University of Manitoba Faculty Association

EXECUTIVE DIRECTOR POSITION

The University of Manitoba Faculty Association invites applications for the position of Executive Director. The Association of over 1,100 faculty members and professional librarians has been a certified union since 1974.

The successful candidate should have:
— a familiarity with a university environment
— the skills to deal successfully with a large, diverse faculty
— the skills to administer a small office
— an appreciation of management/employee relations

The Executive Director works closely with the President of the Association and assists the Executive members in their various responsibilities including the grievance chair and the contract administrator. In addition he/she deals with the University administration, legal counsel and Association members.

Starting Date: September 1, 1986 or earlier
Salary range: $30,000 to $45,000 and a benefits package

Deadline for submission of applications with résumés and the names of three references: postmarked no later than May 15, 1986.

Address applications to:
The President
University of Manitoba Faculty Association
80 Freedman Crescent
Winnipeg, Manitoba R3T 2N2

LA CRISE.....I

Même si les administrations doivent avoir voix au chapitre, il ne leur appartient pas d'usurper le processus de décision par les collègues afin de mettre en application une décision unilatérale.

Nous pouvons peut-être tirer quelques leçons des trois cas précités. Dans chaque cas, l'apparition soudaine d'un rapport de l'administration a eu tendance à axer le débat sur la "fermeture recommandée" plutôt que sur la question générale de ce que devraient être les enseignements de l'université en période de restrictions financières.

En second lieu, le ton des rapports de l'administration, qui prédisent des malheurs imminents à moins que les fermetures interviennent immédiatement, crée une atmosphère de crise, si bien que non seulement le débat, mais la procédure aussi est tronquée à cause du temps limité pour débattre l'affaire.

Enfin, l'annonce de recommandations non fondées sur une consultation générale met les hautes instances pédagogique et administrative dans une situation embarrassante. Si ces instances rejettent les recommandations, elles se trouvent à répudier l'administration; si elles les acceptent, cependant, elles vont établir de fâcheux précédents.

L'étendue du sous-financement justifie-t-elle ces propositions administratives précipitées et mal conçues? Certes, en fait d'argent et malgré l'augmentation des inscriptions, les universités ont perdu entre 700 et 900 millions de dollars au cours des quinze dernières années. Mais la réponse n'est certainement pas d'amputer de précieux enseignements sans débattre pleinement et complètement la chose.

Afin d'empêcher la propagation de cette nouvelle maladie à d'autres universités, il faut établir un nouveau consensus politique au Canada. Il faut faire de l'enseignement postsecondaire une denrée culturelle précieuse à peu près comme on tient aux autres programmes sociaux au Canada. Nos universités risquent, si on n'y parvient pas, de devenir la chasse gardée d'une petite élite économique et sociale. Nous n'aurons plus un système de qualité, mais un petit système pauvre et inutile.

L'établissement d'un nouveau consensus exigera le concours le meilleur de tous les professeurs. Cela ne peut s'opérer par l'action des quelques dirigeants élus à l'échelon national, provincial et local. Cela ne peut se réaliser que si nous agissons tous ensemble. Pour réussir, il faut élargir notre perspective du lobbying afin d'unir nos efforts à des éléments et des organismes avec lesquels nous collaborons rarement. Il faut chercher à forger une coalition autour du thème de la nécessité grandissante d'un système d'enseignement supérieur bien financé. Le but de la coalition serait tout simplement de faire en sorte qu'il en coûte politiquement aux politiciens qui veulent maintenir le système actuel de financement borné et destructeur.

Il ne sera pas facile de financer la coalition. Pour agir avec ces éléments, il nous faudra souvent accepter d'être en désaccord sur des questions telles que la permanence et l'accès à l'université. Cependant, si nous s'agissons pas rapidement pour amener les deux échelons de gouvernement à négocier sérieusement une politique cohérente, y compris un contrat de financement à long terme obligatoire, il ne restera peut-être pas grand-chose sur quoi discuter. Il faut persuader une vaste coalition de revendiquer un meilleur sort aux universités pour le bien du pays. Les détails pourront être discuté plus tard.

Continuing Education Division
COORDINATOR MANAGEMENT DEVELOPMENT PROGRAM

Applications are invited for a one-year term appointment (research/study leave replacement) to coordinate a management development program aimed at improving the effectiveness of community management systems in small northern and native communities in Manitoba. Program participants are individuals currently involved in management and administrative positions in community organizations.

Applicants for this challenging position should have a post graduate degree in an appropriate discipline, formal management training, highly-developed skills as a group facilitator in experiential learning, and in particular, demonstrated ability in working with native groups and organizations in needs assessment, program planning, proposal preparation and in the design, development and delivery of management training programs. In addition, the incumbent conducts recruitment and orientation programs for students in remote locations and provides counselling and academic support to students in their work environment.

Considerable travel and off-campus instruction is involved in this position. Knowledge of an appropriate native language would be an asset.

Rank and salary commensurate with qualifications and experience. Application date closes MAY 30th, 1986 or when the position is filled. Appointment date as soon as possible.

Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and the names of three referees to: DR. R.W. KRISTJANSON, DIRECTOR OF PROFESSIONAL AND PERSONAL DEVELOPMENT PROGRAMS, CONTINUING EDUCATION DIVISION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.

YORK UNIVERSITY
GEOLOGY

Contractually limited position at Assistant Professor level effective on or before 1 September 1986, to establish a program of research, coordinate undergraduate geology teaching, and assist in field exercises. Applicants should have a Ph.D. with a strong academic and research record; postdoctoral experience desirable. Applicants should send complete curriculum vitae and the names of three referees before 30 May to: **Search Committee — Geology, Department of Earth and Atmospheric Science, York University, 4700 Keele Street, North York, Ontario, M3J 1P3, Canada.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and/or permanent residents of Canada. (Subject to final confirmation of funds).

President

The Board of Governors of The University of Lethbridge invites applications or nominations for the position of President and Vice-Chancellor. Closing date for applications is August 31, 1986.

As chief executive officer of the University, the President will have an outstanding record of academic and administrative attainment, strong skills in government relations and the ability to communicate effectively with faculty, students, staff, alumni and members of the external community.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

The University

Founded in 1967, The University of Lethbridge is a growing institution with a mission strongly committed to liberal education. The University has an enrolment of 3,200 full and part-time students and employs 240 academic staff. The annual operating budget is $27 million and research funding from external sources approached $1.5 million in 1985-86.

The University is comprised of three faculties and three schools with programs in Arts and Science, Education, including a Master of Education, Fine Arts, Menagement and Nursing. The University also offers programs for transfer of credit to professional faculties at other universities.

The University is located in Lethbridge, a city of 82,000 located 90 kilometres north of the United States border and just 200 kilometres east of the Rocky Mountains.

The University of Lethbridge

Communications should be directed in confidence to:

The Chairman
Presidential Search Committee
The University of Lethbridge
4401 University Drive
Lethbridge, Alberta
T1K 3M4

Principal
KING'S COLLEGE
London, Ontario

The Board of Directors of King's College invites nominations of and applications from qualified men and women for the position of Principal. The Principal is the chief executive officer of the College and is accountable to the Board of Directors for his or her duties. The appointment will be effective July 1, 1987.

The College is one of three affiliated colleges of the University of Western Ontario. King's College is operated under the auspices of the Roman Catholic Diocese of London, Ontario, but is under ley control. With an enrollment of approximately 1,500 undergreduate students, the College offers programs leading to degrees in the liberal arts, socie! sciences, and social work.

The College séeks an experienced educator with the following qualifications:

- an earned doctorate in a subject normally taught at the College
- the highest commitment to the objectives of teaching, scholarship, research, and service in e Roman Catholic college
- demonstrated leadarship qualities
- the ability to communicate effectively with various constituencies: univarsity, diocese, government, community, business
- significant administretive experience in higher education

Salary is competitive. The deadline for submitting nominations and/or applications is September 30, 1986. Candidates should submit a letter of application and a résumé and arrange for three letters of reference to be sent by the due date. A detailed position description is evellable upon request.

Forward inquiries and applications to:
Mr. Brian Kellow
Board of Directors
King's College
266 Epworth Avenue
London, Ont.
N8A 2M3

In accordance with Canedian Immigration requirements first preference will be given to Canadian citizens and permanent residents of Canade.

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to determine the university's academic programs without benefit of consultation prior to making their decisions. Although administrations should have input in such a process, it is not their function to usurp the academic peer process in order to implement a unilateral decision-making procedure.

We can perhaps draw some lessons from the three cases. In each case the sudden appearance of an administration report has tended to focus debate around the specific "recommended closure" rather than on the general question of what the university's programs should be in a time of restraint.

Secondly, the tone of the administration's reports, with their predictions of impending doom unless the closures occur immediately, creates a crisis atmosphere; this in turn leads not only to truncated debate but also the restrictions on the time available for debate result in truncated procedures.

Finally, the announcement of recommendations that are not based upon widespread consultation put senior academic and governing bodies in a quandary. If such bodies reject the recommendations, they are in effect repudiating the administration; if they agree to them, however, they will be setting unfortunate precedents.

Does the extent of underfunding justify these hasty and ill-conceived administrative proposals? To be sure, in dollar terms, and in the face of increasing enrollments, the universities have lost anywhere between $700 million and $900 million over the past 15 years. But the answer is surely not the amputation of valuable programs without full and complete debate.

In order to prevent the spread of this new disease at other universities we must build a new political consensus in Canada. We must make post-secondary education a valuable cultural commodity in much the same way that other social programs are valued in Canada. To fail could result in the transformation of our universities into the preserves of a small economic and social elite. We will not be left with a quality system, but with a small, irrelevant and financially-strapped system.

Building a new consensus will require the best efforts of all faculty members. It cannot be done by the few elected officers at the national, provincial and local levels. It can only be done if we all work together. In order to succeed, we must expand our concept of lobbying to include groups and organizations with which we have rarely worked. We must attempt to forge a coalition around the single theme of the increasing need for a well-funded system of higher education. The purpose of such a coalition would be quite simply to create political costs for politicians who wish to continue their current self-serving and destructive funding system.

Forging such a coalition will not be easy. Working with such groups will often mean that we will have to agree to disagree on such matters as tenure and student accessibility. However, if we do not act quickly to get the two levels of government to negotiate seriously on a coherent policy, including a binding long-range funding contract, there may be little left about which to argue. We must persuade such a broad coalition to call for a new deal for universities for the good of the country. Details can be argued later.

School of Art
THE UNIVERSITY OF MANITOBA

ART HISTORY

The School of Art, University of Manitoba, invites applications for full-time and/or part-time, one year renewable positions from people able to teach one or a combination of Contemporary, Canadian, Italian Renaissance, and Baroque. Other specialties will be considered. Ability to interact with the studio program is necessary. A Ph.D. is preferred, and rank and remuneration are negotiable.

Submit a curriculum vitae and the names of three references before May 30th, 1986, to: Prof. C.W. Scott, Director, School of Art, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

STUDIO

The School of Art, University of Manitoba, invites applications for a part-time position from people able to teach Graphic Design. An MFA degree, practical experience, and/or evidence of some successful teaching experience are all desirable attributes.

Submit a curriculum vitae, the names of three references, and a portfolio before May 30th, 1986, to Prof. C.W. Scott, Director, School of Art, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

The University encourages both men and women to apply for these positions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.